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## ILR Research in Progress 2013-14

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## ILR Research in Progress 2013-14

### Keywords

Cornell University, ILR School, faculty publications, research

### Comments

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.

## ***FACULTY RESEARCH IN PROGRESS, 2013-2014***

### **ECONOMICS**

#### **Abowd, John**

“Older Workers’ Displacement and Mobility”

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

“Create National QWI”

“Endogenous Mobility”

“A Formal Test of Assortative Matching in the Labor Market”

#### **Barrington, Linda**

“Employer Learning and Practices Group on Employees with Disabilities”

Dean's Office Seed Money Project

Testing Gender Equity Analysis – Company Case Study

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

“People with Disabilities - Sidelined or Mainstreamed?”

"Introduction to Special Issue: Rehabilitation Research, Policy and Education journal

“How Much Do Definition and Dataset Matter? Implications from Accounting for Benefits in Measuring Compensation Gaps for People with Disabilities”

#### **Blau, Francine**

“Substitution Between Individual and Cultural Capital: Pre-migration Labor Supply, Culture and US Labor Market Outcomes Among Immigrant Women”

Economics of Gender

Immigration and the Distribution of Incomes

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

“Immigration, Gender and the Labor Market”

“Immigration and the Distribution of Incomes”

“The Gender Wage Gap: Hard and Soft Skills”

#### **Boyer, George**

““No Country for Old Men”: Differences in the Relief of Aged Men and Women in Victorian England””

“The Changing Nature of Social Welfare Policy in America, 1750-1880”

“The Impact of the American Civil War on Tompkins County: A Social History”

“The Winding Road to the Welfare State: Economic Insecurity and Social Welfare Policy in Britain, 1840-1940”

“Were the Liberal Welfare Reforms Needed? British Workers’ Living Standards in the Decade before the First World War”

““Work for their Prime, the Workhouse for their Age”: Old Age Pauperism in Victorian England”

#### **Ehrenberg, Ronald**

Cornell Staff Retirement Incentive Program

“Do Noninstructional Expenditures Matter?”

“Pay and Performance for University Presidents”

“Persistence in STEM field majors”

“Trustee, President, and Provost Gender”

“Differential Tuition”

“Faculty on Boards of Trustees”

“Law School Research”

“American Higher Education in Transition”

“PILOT (Payments in Lieu of Taxes)”

“Is the golden age of the private research university over”

#### **Fields, Gary**

“Earnings Mobility, Inequality, and Economic Growth in Argentina, Mexico, and Venezuela,”

“Aid, Growth, and Jobs”

“A Theoretical Model of the Chinese Labor Market,”

“A Multi-Sector Labor Market Model for Developing Economies,”

“But That Is Not What Economic Mobility Is”

“Segmented Labor Markets in South Africa”

“The Employment Problem in Developing Countries: A Reexamination Four Decades Later”

“Can the Limitations of Panel Datasets be Overcome by Using Pseudo-Panels to Estimate Income Mobility?”

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

“Changing Income Inequality and Panel Income Changes in Times of Economic Growth and Economic Decline”

#### **Hutchens, Robert**

“Measuring Segregation When Hierarchy Matters”

“Symmetric Measures of Segregation and Their Implications for Segregation Curves”

#### **Jakubson, George**

“Trustee, President, and Provost Gender”

#### **Kahn, Lawrence**

“Immigration, Gender and the Labor Market”

“Temporary Jobs and Job Search Effort in Europe”

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

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

“Substitution Between Individual and Cultural Capital: Pre-migration Labor Supply, Culture

and US Labor Market Outcomes Among Immigrant Women”

“The Gender Wage Gap: Hard and Soft Skills”

“Immigration and the Distribution of Incomes”

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

#### **Mansfield, Richard**

“Task-Specific Experience and Task-Specific Talent: Decomposing the Productivity of High School Teachers”

“Ability Stratification Among Public Schools”

“Estimating School and Neighborhood Effects Using a Control Function Approach”

“Geographic Labor Market Integration”

“Task-Specific Experience Versus Task-Specific Talent”

“Teacher Quality and Student Inequality”

#### **Prowse, Victoria**

“Cognitive Ability and Reasoning in Guessing Games”

“The Design of Unemployment Transfers: Evidence from a Dynamic Structural Life-cycle Model”

“The Impact of Bonuses on Effort Provision and Cheating”

#### **Vilhuber, Lars**

Evaluation of OS2 or “new system”

Create National QWI

Displaced worker indicators

German Synthetic LBD

RDC workflow

### **HUMAN RESOURCE STUDIES**

#### **Batt, Rosemary**

“Performance Trade-offs and Their Implications for Human Resource Management Practices”

#### **Bell, Bradford**

“An Examination of Virtual Leadership”

“Examining the Effectiveness of diversity training: Individual and situational influences”

“Telecommuting: Proximal and Distal Consequences”

“Changing Applicants’ Unfavorable Employer Reputation Perceptions: The Moderating Role of Employer Familiarity”

“The Dynamic Effects of Subconscious Goal Pursuit on Resource Allocation, Goal Attainment, and Goal Abandonment”

#### **Belogolovsky, Elena**

“Cognitive Implications of Pay Secrecy”

“Looking for Assistance in the Dark: Security-Oriented HR Practices, Expertise Attribution and Newcomers’ Efficacious Help-Seeking”

Pay secrecy and organizational performance: field study

“Pay transparency and help-giving behaviors”

The impact of pay secrecy on faculty members’ performance

The unethical consequences of pay secrecy

#### **Cohen, Dan**

“Between Trust and Control: Social and Agency Mechanisms in Salesperson Effectiveness”

“TBD-topic is Opportunity Cost Decisions relating to Entrepreneurial Careers”

#### **Collins, Christopher**

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

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

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

“Commitment and turnover: A multi foci and interaction analysis of commitment and consultants intentions to leave”

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

“Expanding the concept of fit in SHRM: An examination of the relationship between HR practices and charismatic leadership on organizational outcomes”

“High performance work practices, workforce alignment and firm performance”

“Social capital-enhancing human resource practices and innovation capability: Creating a context for work unit innovation”

“Changing Applicants’ Unfavorable Employer Reputation Perceptions: The Moderating Role of Employer Familiarity”

“Examining How HR Supports Strategy and Firm Performance: The Relationships between Alternative HR Systems, Employee Outcomes, and Firm Performance in the Context of Exploration and Exploitation”

#### **Dragon, Lisa**

“Trust repairs of male and female leaders”

“Leadership Development: Outcome-Oriented Perspectives Based on Time and Levels of Analysis”

“Preparing New Leaders: The Role of Prior Experience in Equipping New First-Line Leaders to Manage Multiple Stakeholder Demands”

“The Masks We Share: The Impact of Impression Management Motives and Behavioral Integrity on Employee Job Performance,”

“Unknown and Unloved: How Do Job Seekers Assess Unfamiliar Employers?”

“Grooming and Keeping Technical Leaders: The Role of High-Quality Formal Mentoring Relationships”

“The Deployment of Leadership Talent: The contingent Impact of Leader Mobility on Unit Performance”

“Enhancing the Effect of the Accumulation of Work Experience: The Role of Broadening Experiences Across Three Levels of Leaders”

“Trust Repairs of Male and Female Leaders”

“Managerial Assistance in Leaders’ Maintenance of Productive Goal Orientation Dynamics During Developmental Work”

#### **Dyer, Lee**

“Project Team Mobilization, Human Capital Alignment, Social Capital, and Effectiveness”

“Talent Allocation, Project Team Alignment, and Project Team Performance”

“Unit-level Job Satisfaction and Performance”

“The Impact of Mobilization Strategy on Project Team Effectiveness”

“Approaches to Workforce Agility”

#### **Hallock, Kevin**

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

“Cornell Staff Retirement Incentive Program”

“Employees' Choice of Method of Pay”

“Executive Compensation in American Unions”

“New Data for Answering Old Questions Regarding Employee Stock Options” (Working Paper)

“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 Value of Stock Options to Non-executive Employees”

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

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

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

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

““How Much Do Definition and Dataset Matter? Implications from Accounting for Benefits in Measuring Compensation Gaps for People with Disabilities””

#### **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”

#### **Livingston, Beth**

“Not What You Expected to Hear: Accented Messages and their Effect on Company Choice”

“Stigmatizing Women in the Workplace: An Examination of the Consequences of Gendered Labeling of Aggression”

“Similarity, difference, and socialization: How newcomers who are different become adjusted”

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

“How Dual-Career Couples Negotiate Their Work and Family Lives”

“Do We Really Want It All? Potential Tradeoffs Between Salary and Family-Friendly Benefits for Men and Women”

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

“Naughty or Nice: Effects of Gender on Perceptions of Female Competitors”

“Negotiating Guilt-Trips: How Gender Roles Affect Dual-Career Couples’ Reactions to Work-Family Conflict”

“Street Harassment”

### **Nishii, Lisa**

“Creating inclusive climates”

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

“Gender diversity norms and beliefs: Influences upon group information elaboration and performance”

“Ageism and the retention of high performers: The positive impact of three forms of inclusion”

“Extraversion and conscientiousness at the individual and group-levels of analysis: A social network approach to understanding consequences for performance”

“Extraversion and Performance in Team Networks”

“Managers’ diversity practice attributions: Why we should care”

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”

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”

## **INTERNATIONAL AND COMPARATIVE LABOR**

### **Cook, Maria**

“As Citizens Among Us: Global Migration and Migrant Advocates”

“Citizenship Without Citizens: Advancing the Rights of Migrants in the Americas”

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

“Portuguese Immigration and Integration Policies: Why is Portugal Good to Immigrants?”

### **Friedman, Eli**

“Education and Urbanization in China”

“Labor Relations in China’s City Services”

### **Kuruvilla, Sarosh**

“A Diagnostic Framework for Industrial”

“Bargaining Structure in China”

“Chinese industrial relations”

“Comparative deregulation of the Legal Industry”

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

“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 Transformation of the Legal Labor Markets”

### **Turner, Lowell**

“Immigrant Workers and Unions in Four Countries”

“Labor and Politics in the Current Economic Crisis”

“Labor and Sustainable Society”

“Young Workers and the Labor Movement in Europe and the US”

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

### **Adler, Lee**

“Immigrant workers and unions: in four countries”

### **Bronfenbrenner, Kate**

“Effecting Change: The Role of Civil Society and Collective Action in Promoting Equality and Diversity through Economic Crisis”

“Harvest of Struggle: First Contract Gains for Low Wage Workers”

“Race, class, and gender in organizing today”

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

“Union strategies for overcoming employer opposition”

“Voices at Work-International Network Funded by the Leverhulme Trust”

NLRB Rule Change Research Part II

Research for WRC in Kheel Archives

Strategic Research in Organizing

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

### **Colvin, Alexander**

“Empirical Analysis of Employment Arbitration Cases”

“Labor Law Reform in the Anglo-American Countries”

“Public Education Employment Relations”

“Individual Employment Rights Arbitration in the U.S.: Actors and Outcomes”

### **Compa, Lance**

U.S. labor law and international labor rights

### **Cowie, Jefferson**

“Getting Over the New Deal”

“Rethinking U.S. Labor History: Essays on the Working-Class Experience”

“Madness and Things Near: A Family Memoir”

“Worth Your Salt: A Global History of the Wage”

“Whatever Happened to Collective Economic Rights?”

“In Search of the Postmodern Working Class”

“Toxic Miracle: Capital Mobility and Environmental Destruction at RCA-Taiwan, 1970-2002”

### **DeVault, Ileen**

Climate and Strikes

Families at Work

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

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

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

“Men, Marriage, and Masculinity, 1880-1930”

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

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

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

“How Health Insurance and a Foreign War (in a time of ‘new’ technology) Misdirected Historians of Women's Labor”

“Care Work and the Working Class”

“‘Everybody Works but Father’”: How Health Insurance Reform and a Foreign War (in a time of ‘new’ technology) Misdirected Historians of Women's Employment



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

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

#### **Gold, Michael**

“Labor Law Reform”

“Discrimination under the Labor Act”

“Levels of Abstraction in Legal Thought”

“An Introduction to Legal Reasoning”

#### **Griffith, Kate**

Labor Law Textbook

#### **Gross, James**

“The Current Status of Human Rights in U.S. public sector labor law and policy: A comparative U.S.-Canada Analysis”

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

“The Fourth Volume of my NLRB Study (1984-Present)”

#### **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

The Declining Scope and Reach of Public Sector Labor Relations

Entertainment Industry Labor Relations

Hospitality Industry Labor Relations

“What Unions No Longer Do”

#### **Hyman, Louis**

“Credit Reports and Hiring Decisions, 1959-1979”

“Shopping for Change: Consumer Activism in North American History”

“Short-Sighted: The Rise of Flexible Corporations and Temporary Work”

“Supply-Sided: How the Movement of Ideas, Money, and Products Changed America”

“Bad Consumer, Bad Worker: Credit Ratings, Wage Garnishment, and Employment Discrimination, 1920-1970”

“American Capitalism: A Reader”

#### **Lieberwitz, Risa**

“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**

“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”

“The Mandatory Arbitration of Statutory Claims in Labor-Management Relations”

#### **Martínez-Matsuda, Verónica**

“Building Migrant Citizenship: Race, Rights, and Reform in the U.S. Farm Labor Camp Program, 1935-1947”

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

#### **Riddell, Chris**

“Out of sight, out of mind? Multinationals and employment law compliance in host countries”

“The short versus longer-run effects of plant-level bonus plans: Empirical evidence from a quasi-experiment”

“Homelessness and health outcomes: Longitudinal evidence from hospital records”

“Interest arbitration, the narcotic effect, and the role of institutions: A comparative study of Ontario and New York”

“Is there a tradeoff between incentive pay and base salary: Evidence from bonus contracts within vs. across firms”

“Job complexity and the decline of piece rates: Evidence from the metal industry in Finland”

“Legislative change and control group bias in social science experiments: A re- assessment of the Self-Sufficiency Project”

“The role of unions and job evaluation design in pay equity compliance: A field study approach”

“Training and human capital development within the firm: Longitudinal evidence from performance management records”

“Work and well-being: Evidence from long-term welfare recipients”

#### **Salvatore, Nick**

“American Exceptionalism into 21st Century”

“Democracy in 20th century America”

“Corporations and American Democracy”

#### **Seeber, Ron**

Cornell Staff Retirement Incentive Program

“An Analysis of Employment Arbitration in the Securities Industries”

### **ORGANIZATIONAL BEHAVIOR**

#### **Bacharach, Samuel**

“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”

“Work, Retirement and Drinking among Blue-Collar Retired Workers”

“Explaining the Varying Effects of Retirement on Alcohol Consumption”

“Aging-Friendly Human Resource Practices: Prevalence and Distribution”

“The Dark Side of Socialization”

“Onboard With an Alchoho-Focused Work-Style? An Examination of Newcomer Emergent Behavior Patterns”

#### **Besharov, Marya**

“Enacting and sustaining hybridity: A longitudinal study of a global social enterprise”

“Overcoming the legitimacy challenge of hybridity: How social enterprises present themselves to external audiences”

“Unpacking the link between calling and behavior: A qualitative, longitudinal study of high-achieving young musicians”

“How intra-organizational dynamics affect incompatible institutional logics”

“Selective synthesis: How communities formalize without subverting their founding values”

#### **Goncalo, Jack**

“Creativity from Constraint? How The PC Norm Influence Creativity in Mixed-Sex Work Groups”

“A Matching Hypothesis of Idea Evaluation: The Quirky Hair Effect”

“Divine Inhibition: Thinking About God Stifles Creative Thought”

“Narcissism and Creativity Over Time: Toward A Dynamic Model of Group Creativity”

“Positive Affect, Creativity and Choice Overload”

“Squeezed in the Middle: The Middle Status Trade Creativity for Focus”

“The Consequences of Creative Work: How A Creative Outlet Lifts the Burden of Secrecy”

#### **Hammer, Tove**

“Inside a corporate boardroom: An inductive model of influence dynamics among corporate directors”

“The Health Effects of the Work Environment”

#### **Lawler, Edward**

“Emergence of social order in task groups”

“Social Psychology and the Problem of Social Order”

“Social Exchange, Social Commitments, and Social Order”

“Advances in Group Processes Volume 31”

“On the Edge of Chaos: Social Psychology and the Problem of Social Order”

“Relational Cohesion, Social Commitments, and Person-to-Group Ties: Twenty Five Years of a Theoretical Research Program”

“Social Exchange and Social Order: An Affect Theory Approach”

### **Sonnenstuhl, William**

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

“Pluralistic Ignorance, Campus life, and Drinking”

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

“Freshman Drinking and Pluralistic Ignorance”

### **Williams, Michele**

“Being Trusted: How Team Age Diversity Promotes and Undermines Perceived Trust in Cross-Boundary Relationships”

“Compassion: A Mechanism for Trust Restoration and Positive Exchange”

Diversity and Performance on Technical Teams

“Is it me or you? The effects of gender, group gender composition, and power on eliciting interpersonally sensitive behavior”

“Psychology and the Art of Trust Maintenance”

“Putting clients at-ease: Threat-reducing behavioral intensions, perceived trustworthiness and performance across organizational boundaries”

“Seeing through others' eyes: Perspective taking, benevolence, and performance”

“The effects of leader emotion management strategies on leader member exchange, subordinate performance and job satisfaction”

“The More the Merrier: The Community-Level Proportional Representation of Woman-Owned Businesses and their Performance”

“The Phenomenology of Failed Humor: Preliminary Implications for Interpersonal Affect Regulation”

“Three Ways of Knowing: The performance impact of managerial perspective taking, visioning and sensemaking”

“Williamson’s Error: The Roles of Emotion and Trust in Economic Organizations and Economic Exchange”

### **Zitek, Emily**

“Bad Luck, Entitlement, and Prosocial Behavior”

“Entitlement and Creativity”

“Entitlement and Negotiation”

“Entitlement and Support for Hierarchy”

“Group Contributions and Support for Hierarchy”

“How a Belief in a Just World Affects Judgments of Outcomes”

“Hunger, Entitlement, and Prosocial Behavior”

“Moral Credentials from Voting”

“Reactions to People Who Admit or Deny Their Transgressions”

“Reactions to Unfairly Good Fortune”

“Rejection in Favor of Somebody or Nobody”

“The Sources and Consequences of Academic Entitlement”

“Using Perspective-Taking to Alter Entitlement”

“Bad Luck Leads Men to Help Less”

“Deserve and Diverge: Feeling Entitled Makes People More Creative”

## **SOCIAL STATISTICS**

**Bunge, John**

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

“Estimating Global Microbial Diversity”

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

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

“A Ratio-Based Method for Estimating an Unknown Number of Classes”

“Comparing High-Throughput Platforms for Sequencing the Hyper-Variable V4 Region in Environmental Eukaryotic Diversity Surveys”

“Some Statistical Issues in Personalized Medicine”

**DiCiccio, Thomas**

“Adjusted nonparametric profile likelihood”

“Inferential Aspects of the Skew t-distribution”

“Quantifying the Effects of Nuisance Parameters on the Signed Root Statistic”

“Stability of the signed root likelihood ratio statistic in the presence of nuisance parameters”

“Testing for Sub-models of the Skew t-distribution”

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

“Robust inference via flexible parametric models”

**Karns, M. Elizabeth**

“Bullying in the Workplace”

“Employment Discrimination Consent Decree Repository”

“Comparative Levels of Evidence in EU for Pay Discrimination”

Team MSDS

**Matteson, David**

“A Spatio-Temporal Mixture Model for Point Processes with Application to Ambulance Demand”

“Independent Component Analysis via Distance Covariance”

“Large-Network Travel time Distribution Estimation, with Application to Ambulance Fleet Management”

“Statistical Measures of Dependence for Financial Data”

“Temporal and Saptio-Temporal Models for Ambulance Demand”

“A Spatio-Temporal Mixture Model for Point Processes with Application to Ambulance Demand”

“A Bayesian Functional Dynamic Linear Model”

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

“Cross Validation for Regularized Autoregression”

“Dimension Reduction via Likelihood Components”

“Disability-Inclusive Employer Practices and Hiring of Individuals with Disabilities”

“Efficient Multivariate Analysis of Change Points”

“mdcovica: ICA and Test of Independence via Multivariate Distance Covariance of Multivariate Data”

“Measuring and Testing Mutual Multivariate Independence”

“Spatiotemporal Analysis of Wind Speeds with Short-Time Fourier Transforms”

“Structured Regularization for Large Vector Autoregression”

**Velleman, Paul**

“Hand Dexterity in Children: Administration and Normative Values of the Functional Dexterity Test (FDT)”

“Radiographic detection of long screw placement during volar plating of the distal radius”

Data Analysis

“Hand Dexterity Measures”

“Statistical Methods with Medical Application”

**EXTENSION DIVISION**

**Bjelland, Melissa**

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

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

EEOC Employment Discrimination Research Project

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

**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, & Research Center for Employers on Employment of PWD”

“Vocational Rehabilitation Counseling Perception of MTP”

**Brown, Nellie**

OSHA Regulations that Apply to Agriculture

Practical considerations and implementation of anaerobic digester systems.

“Chemicals and Workplace Database”

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**

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

(The Conference Board Research Working Group) 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”

“Disability Demographics and Statistics”

“EEOC Employment Discrimination Research 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

“Introduction to Special Issue: Rehabilitation Research, Policy and Education journal”

“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”

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

“The Impact of Inclusion for Workers with Disabilities”

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

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

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