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## ILR Research in Progress 2011-12

ILR School, Cornell University

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## ILR Research in Progress 2011-12

### 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, 2011-2012*

### **ECONOMICS**

#### **Abowd, John**

“Older Workers’ Displacement and Mobility”

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

#### **Barrington, Linda**

“Employer Learning and Practices Group on Employees with Disabilities”

Dean's Office Seed Money Project

Employment and Work – Chapters 1 and 2

“Knowing One’s Place”

Testing Gender Equity Analysis – Company Case Study

#### **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

“The Transmission of Women’s Fertility, Human Capital and Work Orientation Across Immigrant Generations”

“Immigration, Gender and the Labor Market”

“Immigration and the Distribution of Incomes”

“The Gender Wage Gap: Hard and Soft Skills”

#### **Boyer, George**

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

“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”

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

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

#### **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**

Labor Markets in Developing Economies

Economic Mobility

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

“But That Is Not What Economic Mobility Is”

“Economic Mobility: Some Basics”

“Labor Market Analysis for Developing Countries”

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

#### **Freedman, Matthew**

“Do Better Homes Make Better Neighbors? Low-Income Housing, Local Crime, and Community Policing”

“Employment Reallocation and Flows from Minimum Wages Using Matched Employer Employee Data”

“Improving Job Access and Outcomes: The Ways to Work Program”

“Job Access, Poverty Concentration, and Low-Income Housing Development”

“Job Matching, Endogenous Sorting, and the Returns to Elite Degrees: Evidence from Defense Attorneys and Assigned Counsel”

“Low-Income Housing Development, Poverty Concentration, and Neighborhood Inequality”

“Older Workers’ Displacement and Mobility”

“On the Road Again: Legal and Illegal Commuting Patterns and the Role of Public Transportation”

“Pensions, Pay, and Peer Effects: Evidence from the City of Rochester”

“Reallocation, Selection, and the Sources of Earnings Growth in Cities”

“Tax Incentives and Housing Investment in Low-Income Neighborhoods”

“Why Has Urban Inequality Increased?”

“Place-Based Programs and the Geographic Dispersion of Employment”

“Redistribution, Delegation, and Regulators’ Incentives: Evidence from the Clean Air Act”

“The Urban Density Premium Across Establishments”

“Your Friends and Neighbors: Localized Economic Development, Inequality, and Criminal Activity”

#### **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”

“The Transmission of Women’s Fertility, Human Capital and Work Orientation Across Immigrant Generations”

“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”

#### **Mansfield, Richard**

“Teacher Quality and Student Inequality”

“Dynamic Complementarities among School Inputs”

“Geographic Labor Market Integration”

“The Contribution of Schools, Families and Community Characteristics to Inequality in Educational Outcomes”

“Ability Stratification Among Public Schools”

“Task-Specific Experience Versus Task-Specific Talent”

#### **Prowse, Victoria**

“Cognitive Ability and Reasoning in Guessing Games”

“Gender Differences and Dynamics in Competition: The Role of Luck”

“Longevity, Life-cycle Behavior and Pension Reform”

“Modeling Employment Dynamics with State Dependence and Unobserved Heterogeneity”

“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”

## HUMAN RESOURCE STUDIES

**Bell, Bradford**

“Guiding learners through technology-based instruction: The effects of adaptive guidance design and individual differences on learning over time”

“Changing a negative employment reputation: A latent growth approach”

“An Examination of Virtual Leadership”

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

Telecommuting: Proximal and Distal Consequences

**Belogolovsky, Elena**

“Lifting the veil of pay secrecy: An experimental examination of the performance-related consequences of transparency in performance-based pay systems”

Pay secrecy and organizational performance: a multi-national field study

“The hidden costs of pay secrecy on help seeking behaviors”

“The unethical consequences of pay secrecy”

**Burton, M. Diane**

“Hybridity and job satisfaction”

**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”

“Changing a negative employment reputation: A latent growth approach”

“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”

“Does strategy matter? An examination of fit and equifinality in strategic human resource management”

“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”

**Dragoni, Lisa**

“Building high quality formal mentoring relationships: Antecedents and consequences”

“Cuing state goal orientations: The role of leadership and the task”

“Drivers of leaders behavioral integrity”

“Familiarity, organizational images, and perceived fit as antecedents to the application decisions of new graduates”

“Mentoring others in transition: The role of providing information and building others' self efficacy”

“Translating Prior Experience into Higher Levels of Leadership Effectiveness”

“Trust repairs of male and female leaders”

“Show and tell: How up-line managers facilitate role knowledge acquisition among newly-appointed leaders”

“The relationship of specific types of global work experience and leadership competencies: Does accumulated exposure to culturally novel countries enhance the impact?”

#### **Dyer, Lee**

“Complexity Science: Organizational Applications”

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

“Agility in a Professional Service Firm”

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

“Unit-level Job Satisfaction and Performance”

“The Impact of Mobilization Strategy on Project Team Effectiveness”

#### **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”

“Knowing One's Place...”

“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”

#### **Hausknecht, John**

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

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

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

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

“Collective turnover, operational disruption, and unit performance: Testing a capacity-based perspective”

#### **Livingston, Beth**

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

“The “Catty Label”: Understanding Its Content and Effects in Employment Contexts”

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

“Assessing risk: Development and test of a two-dimensional model of risk preference”

“Cattiness and Bitchiness: Defining the constructs and understanding their importance to workplace interaction”

“Core self evaluations and perceived gender discrimination”

“Gender role traditionalism, negotiation and the gender wage gap”

“Low wage workers and their perceptions of work-family flexibility”

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

“Pregnancy Leave and Job Satisfaction”

“Racial diversity and recruitment amongst coaches”

“Racial identification and perceived discrimination”

“Self construals and the work-family paradigm”

“Street Harassment”

“Work-family conflict and transformational leadership among coaches”

“Working with the dead: Emotional labor of morticians”

“Care Work and the Working Class”

### **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”

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”

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

“Bringing Unions Back In: Labor Policy and Left Governments in Latin America”

“State-Corporatist Legacies and Divergent Paths: Argentina and Mexico”

“Working through the Past: Labor and Authoritarian Legacies in Comparative Perspective”

“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”

### **Fiedman, Eli**

“Education Work in China: A Comparative Study of Beijing's Separate School Systems”

### **Kuruvilla, Sarosh**

“A Diagnostic Framework for Industrial”

“Chinese industrial relations”

“Comparative deregulation of the Legal Industry”

“Global Labor standards and new measures of freedom of association”

“Offshoring: Survey of Client and Offshoring Firms”

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”

“Strikes in China”

“The Transformation of the Legal Labor Markets”

“Bargaining Structure in China”

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

#### **Turner, Lowell**

“Immigrant workers and unions in four countries”

“Labor and politics in the current economic crisis”

“Labor and sustainable society”

“Unions as Countermovements: Mobilizing Immigrant Workers in France and the United Kingdom”

### **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

#### **Colvin, Alexander**

“Empirical Analysis of Employment Arbitration Cases”

“Labor Law Reform in the Anglo-American Countries”

“Public Education Employment Relations”

#### **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”

#### **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”

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

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

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

“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”

#### **Gold, Michael**

“Labor Law Reform”

“Discrimination under the Labor Act”

“Levels of Abstraction in Legal Thought”

#### **Griffith, Kate**

“Federal “Immemployment” Law's Preemptive Effects”

#### **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)”

“How the NLRB makes Labor Policy”

#### **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**

“Credit Reports and Hiring Decisions, 1959-1979”

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

“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”

#### **Lieberwitz, Risa**

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

“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”

“History of Immigrant Flea-Markets”

#### **Riddell, Chris**

“The pitfalls of work requirements in welfare-to-work policies: Experimental evidence on human capital accumulation in the Self-Sufficiency Project”

“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”

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

“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”

#### **Seeber, Ron**

## Cornell Staff Retirement Incentive Program

“An Analysis of Employment Arbitration in the Securities Industries”

### ORGANIZATIONAL BEHAVIOR

#### **Bacharach, Samuel**

“Explaining the Varying Effects of Retirement on Alcohol Consumption”

“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”

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

#### **Besharov, Marya**

“Toward a relational ecology of identification: Managing organizational identification when individuals hold divergent values”

“Multiple logics within organizations: An integrative framework and model of organizational hybridity”

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

“Hybridity and job satisfaction”

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

“The role of organizations in enabling and constraining meaning”

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

#### **Goncalo, Jack**

“Political Correctness and Idea Expression and Same and Mixed-Sex Groups”

#### **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

“Advances in Group Processes Volume 30”

Handbook of the Social Psychology of Inequality

“Social Commitments in Groups and Organizations”

“Social Psychology and the Problem of Social Order”

#### **Rubineau, Brian**

“Do the effects of patient race and age on medical student performance change during early undergraduate medical education? Implications for remedying disparities in care”

“Political influence dynamics in 14 incipient and immersive social networks”

“Racial disparities in patient care and the role of medical education: An audit study”

“Resistance by other means: Manager's use of technological change to extend power”

“Telltale ties: Measuring value homophily”

“Is Social Capital Taken or Granted?”

“Mundane Management: Implications of a Cultural Perspective on Workplace Violence”

“Tipping Points: The Segregating and Desegregating Effects of Network Recruitment”

“Future Paths: A Longitudinal study of the engineering pipeline”

“Effects of hiring versus placement on departmental prestige”

“Loving those who love themselves: Narcissism and changes in network centrality”

“Mundane Management of Extreme Events”

“Causal Peer Effects on STEM Careers and Majors”

“Care Work and the Working Class”

“Climate for Inclusion, social networks, and the employment outcomes of people with disabilities”

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

#### **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”

#### **Tolbert, Pamela**

“Certifying the harvest: The role of standards-based certification organizations in the organic food industry”

#### **Williams, Michelle**

“Constructing Worth from a One-Down Position in Organizations: Learning from University Staff”

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

“Disentangling concepts: The role of affect in trust development and cooperation”

“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”

“Threat-reducing behavior: Interpersonal emotion work, trust and performance in a knowledge-intensive economy”

“Trust Across Boundaries: Can a Team's Demographic Heterogeneity Foster Dyadic Trust”

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

“Psychology and the Art of Trust Maintenance”

“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 Support for Hierarchy”

“Group contributions and Support for Hierarchy”

“Hunger, Entitlement, and Prosocial Behavior”

“Moral Credentials from Voting”

“Reactions to People Who Admit or Deny Their Transgressions”

“Reactions to Unfairly Good Fortune”

“Reducing Academic Entitlement”

“Rejection in Favor of Somebody or Nobody”

### **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”

“The Importance of Statistical Techniques in Microbial Diversity Studies”

#### **DiCiccio, Thomas**

“Adjusted nonparametric profile likelihood”

“Inferential Aspects of the Skew t-distribution”

“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**

“Independent Component Analysis via U-statistics”

“Constrained Independent Component Analysis”

“Inference for Extended Count-Valued Time Series, with Application to EMS Call Volume Prediction”

“Measuring and Testing Mutual Multivariate Independence”

“Modeling Multivariate Financial Volatilities via Independent Components”

“Spatio-Temporal Prediction for Emergency Medical Service Call Arrival Rates”

“Map Matching of Global Positioning System Data via Reversible-Jump MCMC”

“Spectral Estimation of Dynamic Orthogonal Components and Spectral-Strapping for Multivariate Time Series”

“Structured Regularization for Large Vector Autoregression”

“Travel Time Distribution Estimation for Ambulances in Toronto”

“A Nonparametric Approach for Multiple Change Point Analysis of Multivariate Data”

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

“An Evaluation of Independent Component Analyses with an Application to Resting State fMRI”

“An R Package for Nonparametric Multiple Change Point Analysis of Multivariate Data”

#### **Velleman, Paul**

Data Analysis

“Hand Dexterity Measures”

“Statistical Methods with Medical Application”

“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”

### **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”

“Model Transition Program Evaluation”

MTP Transition Services Model Study

“Vocational Rehabilitation Counseling Perception of MTP”

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

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

“Dean's Office Seed Money Project”

### **Brown, Nellie**

OSHA Regulations that Apply to Agriculture

“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”

Practical considerations and implementation of anaerobic digester systems.

### **Bruyere, Susanne**

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

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

“Organizational Practices in Employing People w/ Disabilities”

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

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

“Employment Policy for People with Disabilities”

Employment and Work - Chapters 1 and 2

Employer Case Studies: Private Sector and Public Sector

EEOC Employment Discrimination Research Project

“Disability Demographics and Statistics”

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

(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”

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

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

“Encouraging disability disclosure at work: Findings from a survey of people with disabilities”

“The Employment Environment: Employer perspectives, policies and practices regarding the employment of persons with disabilities”

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”

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

### **Calicchia, Marcia**

Case Studies in Human Services (Leadership/Management)

### **Cook, LaWanda**

“Technology and People with Disabilities in the Work Environment”

“Accessibility of Worksite Wellness Resources for Employees with Disabilities”

ADA Trainer Network Evaluation

### **Figuerola, Maria**

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

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

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

“Community Workforce Agreements: A Tool to Expand Unionization and Increase Access”

“Labor Standards in Affordable Housing Construction”

“How Labor Management Partnerships Improve Patient Care, Cost control, and Labor Relations”

### **Grabelsky, Jeff**

“Building Power Together: Union Support for Central Labour Bodies”

“Care Work and the Working Class”

“Collective Bargaining in the Construction Industry”

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