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ILR Research in Progress 2003-04

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, 2003-2004

COLLECTIVE BARGAINING, LABOR LAW, AND LABOR HISTORY

Cook, Maria

- “The Politics of Labor Reform in Latin America”
- “International Labor Standards and Workers’ Rights in Latin America”
- “Occupational Rights and New Employment Regimes in Emerging Economies”
- “Labor Movements and Human Rights Movements in Latin America: Convergences and Divergences and Implications for the Promotion of Economic, Social and Cultural Rights in the Region”
- Review of *Children of NAFTA* by David Bacon for *Industrial and Labor Relations Review*
- “International Labor Standards and Domestic Labor Advocates: The Role of Unions in Promoting Workers’ Rights in Latin America”
- “Political Transition and Labor Law in Mexico: Limits to Democratic Reform”

Cowie, Jefferson

- “The New Deal that Never Happened: Full Employment, Inflation, and the Failure to Rebuild Liberalism in the 1970’s”
- “Toxic Miracle: Capital Mobility and Environmental Destruction at RCA-Taiwan, 1970-2002”
- “The Rewritten Narrative of Class in 1970’s Popular Culture”
- “Guerrilla Hometowns: ‘Born in the USA’ as Social History”

Daniel, Cletus

- Book-length biography of United Farm Workers founder and president Cesar Chavez

DeVault, Ileen

Gender and Craft Unionism in the Early AFL

Gender in the Workplace

The Cotton Famine in Massachusetts, 1861-1865

“‘Too hard on the women, especially’: Striking together for women workers’ issues”

Gold, Michael

Disparate impact should be recognized as a basis of liability under the Age Discrimination in Employment Act

Gross, James

Human resources values, methods, and objectives using a human rights standard for judgment in regard to issues of loyalty and commitment, manipulation and autonomy, participation in decision-making, conflict resolution, and unionization and the exercise of the right to freedom of association

Book that will identify and discuss the concepts of values, rights, and justice underlying key aspects of U.S. labor law, economics and industrial relations

“Free Trade, Free Markets & Captive Children”

“A Logical Extreme: Proposing Human Rights as the Foundation for Workers’ Rights in the United States”

Katz, Harry

Second round telecom project to survey a national establishment sample, part of which is a longitudinal follow-up to our 1998 telecom survey

Intra-city pattern bargaining in a number of large national and New York State cities

Restructuring of work and labor relations in the telecommunications industry

Analyzing and comparing industrial relations

developments in the auto and banking industries in 6 countries

Kuruvilla, Sarosh

Developing Indicators on Social Dialogue to track the progress of countries on Freedom of Association and Collective Bargaining

International Human Resource Management Research: New Theory

Institutional Features of Skills Development and Policy Implications for Developing Countries

Lieberwitz, Risa

“Free Speech and Due Process in the University Workplace”

Academic freedom into comparative analysis

“Understanding University Faculty and Graduate Students: Drawing Class Lines and Forming Class Alliances”

Lipsky, David

Labor-Management Cooperation and Service Delivery in the Public Sector

The Use of ADR and Conflict Management Systems in Major U.S. Corporations

Research on the Development and Management of a Mediation Program for the U.S. Department of Labor

Collective Bargaining between police officers and municipalities

Salvatore, Nicholas

Faith and History: Catholic Perspectives

Turner, Lowell

Labor movement revitalization

Comparative labor movement revitalization

Strategies for urban labor revitalization

Global governance

HUMAN RESOURCE STUDIES

Batt, Rosemary

Labor market outcomes of restructuring in the telecommunications industry (with H. Katz)

Consumers and workers in the information economy

Global call center research project

Bell, Bradford

Training and Development

Field of organizational justice

“The impact of task- and team-generic teamwork skills training on team effectiveness”

“Attachment style as a predictor of individual-organization attachment”

“Antecedents and consequences of organizational justice expectations”

Bishop, John

Review Paper for Handbook for Labor Economics

Briggs, Vernon

Rewriting of Mass Immigration and the National Interest book.

Collins, Christopher

Strategic Management and Human Resources

Recruitment from a Marketing Perspective

The organizational advantage: Combining and exchanging resources to create value

An examination of the effects of recruitment practices and employment brand equity on organizational staffing performance

Understanding the first phase of recruitment: An application of the elaboration likelihood model and marketing brand equity theory

The effects of recruitment message specificity on applicant attraction to organizations

Strategic human resource practices and the social

environment for facilitating knowledge exchange and combination: Creating competitive advantage in high-technology firms

The Relationships between organizational marketing efforts, employment brand equity, and recruitment outcomes

Brand equity dimensions and job choice: Examining the effects of employment brand familiarity, perceived brand attributes, and perceived brand quality on application decisions

Systems of human resource management practices in high-technology firms: An exploration of different paths to firm innovation and performance

A path-model test of the effects of strategic human resource management practices on firm performance

An empirical examination of the roles of decision making tactics and team process in predicting top management team decision making speed and comprehensiveness

Dyer, Lee

The Agile Enterprise

Team Development and Performance

“Right From the Start: Exploring the Effects of Early Events on Subsequent Project Team Development and Performance”

Nishii, Lisa

Cross-cultural and international HR/OB

Workplace diversity

Strategic human resource management

“HRM in service: The contingencies abound”

“Towards a psychology of gender in negotiation in organizations: A dynamic information processing perspective”

“Cultural tightness-looseness: Multilevel perspectives and implications for organizations”

“Fair climates: Creation and consequences”

“Culture, systems of thought, and leadership: Holistic and analytical thinking and the structure of

leadership schemas in the U.S., Germany, Singapore, and Thailand”

Roberson, Quinetta

Moving from affirmative action to strategic human resource management: Disentangling diversity and inclusion in organizations

Recruitment advertising, Diversity management practices, and firm-level diversity outcomes

Determinants and consequences of applicants’ preferences for employer size: A test of P-O fit and sorting theories

Exploring team reactions to justice decisions: Interactive effects of interdependence and outcomes

Diversity reputation and racial diversity in organizational leadership as sources of competitive advantage

Decoupling the motivational properties of organizational justice in the feedback delivery process

The importance of organizational justice in promotion decisions

Is Justice Contagious? The Role of Sensemaking in Justice Climate Emergence

“It’s Not Easy Being Fair”: Frog Pond Effects of Justice in Teams

Making sense of diversity in the workplace: Organizational justice and language abstraction in employees’ accounts of diversity-related incidents

Value-Based Diversity: Understanding Strategic Impact by Connecting Diversity to the Value Chain

Examining the Effectiveness of Diversity Training: Individual and Situational Influences

Examining the Relationships between Unit Size, Unit Demography and Justice Climate Strength.

Snell, Scott

Architectural view of SHRM

“Relational archetypes, organizational learning, and value creation: Extending the human resource architecture”

Wright, Patrick

Unlocking the Black Box: Examining the processes through which human resource practices impact business performance

High performance HR practices and customer satisfaction: Employee process mechanisms

The HR – firm performance relationship: Is it only in the mind of the beholder?

The acceptance of utility analysis: Designing a model

Twice as hard or lower standards? An investigation of publication patterns and sex equality in the field of organizational research

Looking inside the black box: A real options view of strategic human resource management

Strategic Human Resource Management: Theories, Concepts, and Research

Leveraging the Value Profit Chain: A Field Book

Legally Defensible vs. Organizationally Sensible: Avoiding legal-centric employment decision-making

The HR – performance relationship: Examining causal direction

The Role of HR in Corporate Governance.

Managing human assets in an uncertain world: Applying real options theory to HRM

LABOR ECONOMICS

Abowd, John

“Are Good Workers Employed by Good Firms? A test of a simple assortative mating model for France and the United States”

“Estimating Measurement Error in SIPP Annual Job Earnings: A Comparison of Census Survey and SSA Administrative Data”

“Synthetic Data and Confidentiality Protection”

Blau, Francine

“The Gender Pay Gap: Going, Going, ... But Not Gone”

“The US Gender Pay Gap in the 1990s: Slowing Convergence”

Boyer, George

Labor Markets in Nineteenth Century Britain

Labor Markets and Living Standards in Victorian Britain (ongoing book project)

The Cotton Famine in Massachusetts, 1861-65

Long-term Trends in British Unemployment, 1870-1999

Rural-Urban Migration and Labor Market Integration in England and Wales, 1850-1914

“Unemployment and the UK Labour Market before, during, and after the Golden Age, 1948-1971”

“The Impact of Emigration on Real Wages in Ireland, 1850-1914”

“Insecurity, Safety Nets, and Self-Help in Victorian Britain”

Poverty among the Elderly in Victorian Britain

DeVaro, Jed

“Waging the War for Talent: How Firms Use Recruitment and Screening Strategies to Raise Worker Performance” (with Gary Fields)

“The Effect of Employer Recruitment Strategies on Job Placements and Match Quality”

“Employer Recruitment Strategies, Wages, Vacancy Duration, and the Skill Level of New Hires”

“Internal Promotion Competitions in Firms”

“High-Performance Recruitment and Screening Systems?: Sorry, But ...” (with Gary Fields)

“Teams, Autonomy, and the Financial Performance of Firms”

“The Effect of Self-Managed Teams on Labor Productivity and Product Quality”

“Why are Promotions Less Likely in Nonprofit Firms?” (with Dana Samuelson)

“Doing the Right Jobs Right: Which Managerial Attributes and Activities Help and Hurt Profits at Borders?”

“Million Dollar Variables and Statistically Significant Indexes: The Effect of Managerial Talent on Company Profits”

“Analyzing the Job Characteristics Model: New Support From a Cross Section of Firms”

The Effect of Family-Based Health Insurance on Within-Family Labor Supply Decisions

Gender Discrimination in Promotions in the Nonprofit and For-Profit Sectors

The Relationship Between Incentive Pay and Worker Authority

Ehrenberg, Ronald

Economic Analyses of Academic Labor Markets

Resource Allocation in Higher Education

“Changes in the Academic Labor Market for Economists”

“Changes in Faculty Composition Within the State University of New York System: 1985 –2001”

“Method or Madness? Inside the USNWR College Rankings”

“Gender Equality in Intercollegiate Athletics: Determinants of Title IX Compliance”

“The Future of Affirmative Action”

“Why Universities Need Institutional Researchers More Than They Realize”

Fields, Gary

Workplace management: an economic approach

Labor market models

Economic mobility

Employment and earnings dynamics in South Africa

Bottom-Line Management [book manuscript]

“Doing the Right Jobs Right: Which Managerial Competencies and Activities Help and Hurt Profits at Borders?”

“One Talent or Many?: Million Dollar Variables and Statistically Insignificant Indexes”

“Should Poverty and Inequality Measures Be Combined?”

“Regression-Based Decompositions: A New Tool for Managerial Decision-Making”

“Playing the Percentages: Gaining Competitive Advantage by Tapping Your Organization’s Own Database”

“Economic and Social Mobility Really Are Multifaceted”

“It Pays To Do It Myself: Managerial Time and Indirect Production”

“High Performance Recruitment and Screening Systems?: Sorry But . . .”

“Waging the War for Talent: Do Recruitment and Screening Strategies Raise Employee Performance?”

“Keeping Our Best: Innovative Workplace Metrics at ‘Engineering Solutions’”

“Predicting Potential for Promotion: How the Data in Human Resource Information Systems Can be Used to Help Organizations Gain Competitive Advantage”

“Does Income Mobility Equalize Longer Term Incomes?: New Measures of an Old Concept”

“Francs and Ranks: Earnings Mobility in France, 1967-1999”

“Million-Dollar Variables and Statistically Insignificant Indexes: How Disaggregated Metrics Helped Borders’ Drive for Higher Profits”

“Earnings and Employment Dynamics for Africans in Post-Apartheid South Africa: A Panel Study of KwaZulu-Natal”

Hutchens, Robert

Government Transfers and Economic Behavior

Testing Theories of Long-Term Contracts

Measuring Inequality in the Distribution of People Across Groups

“Who Among White Collar Workers has an Opportunity for Retirement? Establishment Characteristics”

The Role Of Employers In Phased Retirement: Opportunities For Phased Retirement Among White-Collar Workers

“Using Grouped Data to Estimate Probability Models: A Method for Circumventing Nonreporting in Sample Surveys”

“Drinking on the Job: Are Economic Theories of Shirking Applicable?”

“Mandatory Retirement and the Wages of Young Workers”

“Unemployment Insurance and Older Workers: Pennsylvania 1970-1994”

“Gradual and Retire-Rehire Pathways to Retirement: Evidence from Seven Case Studies of Employers in Upstate New York”

“Who Among White Collar Workers Has An Opportunity For Phased Retirement? Worker And Job Characteristics”

Testing Theories of Delayed Payment Contracts

Demand for Older Workers When Workers are Hired Under Long-Term Implicit Contracts

Measuring Occupational Segregation

Employer Policies Toward Hours Reductions by Older Workers

Kahn, Lawrence

Institutions and Labor Markets in International Perspective:

Youth Labor Markets: 1964-1997

Testing Game-Theoretic Theories of Bargaining

The United States Gender Pay Gap in the 1990s

Sports Labor Economics

“Sports League Expansion and Economic Efficiency: Monopoly Can Enhance Consumer Welfare”

“Race, Compensation and Contract Length in the NBA: 2001-2”

“The Gender Pay Gap: Going, Going, ... But Not Gone”

“The US Gender Pay Gap in the 1990s: Slowing Convergence”

“Labor Market Institutions and Demographic Employment Patterns”

“The Impact of Labor Market Institutions on the Incidence of Public Employment in the OECD: 1960-98,”

ORGANIZATIONAL BEHAVIOR

Haas, Martine

“When Using Knowledge Can Hurt Performance: An Empirical Test of Competitive Bidding in a Management Consulting Company”

“The Politics of Knowledge Work: Team Autonomy and Project Quality at an International Development Agency

“Different Knowledge, Different Benefits: Toward a Productivity Perspective on Knowledge Sharing in Organizations

“Status in International Work Groups: Cosmopolitans, Locals, and the Challenges of Knowledge Work

“Knowledge Sharing and Team Performance in Challenging Organizational Environments”

Hammer, Tove

The Study of the Psychosocial Work Environment

Leadership Effectiveness in Local Unions

Union Effects on Job Satisfaction

Lounsbury, Michael D.

Construction and Evolution of the Field of Finance

The Rise of Recycling Practices

Stratification and the Diffusion of Retirement Benefits

Research in the Sociology of Organizations

Political and cultural dynamics of organizations and fields

Social change and transformation, construction of markets

Organization creation and change; Social entrepreneurship

“Instituting Expertise: Sources of Professional Money Management Firm Contracting in the U.S. Mutual Fund Industry”

“Ties from the Darkside: The Mobilization of New York Education Workers”

“Forging a Global Financial Culture: Expertise and Power in the Spread of Options Exchanges”

“From the Critics’ Corner: Logic Blending and Discursive Change in a Cultural Production System”

“The Emergence of Social Entrepreneurship”

“Policy Dynamics and Global Diffusion: The Instantiation of Mutual Funds in Sweden”

“The Re-emergence of Weberian Organizational Theory”

“Socializing Corporations”

Sonnenstuhl, William

Retirement and Drinking Behavior

Understanding the Drinking Culture of College Students

Blue-Collar Work

“Alienation and Blue-Collar Work: The Forgotten American Worker”

“Blue-Collar Workers and Retirement-Drinking Trajectories”

“The Social Construction of Binge Drinking on

American College Campuses”

Tolbert, Pamela

“Work schedules, work-family balance, and perceived success in work life and in family life”

“Institutional Influences on Founding Variation in the Emerging Independent Power Industry”

“Decoupling and institutional decline: The use of non-tenure-track faculty in colleges and universities”

“Causes and consequences of increased use of non-tenure-track faculty over time”

“She works hard for the money: Division of household labor and relative earnings of spouses”

“Change or die? Causes and consequences of the transition from single-sex to coed college”

SOCIAL STATISTICS

Bunge, John

Estimating the number of species

DiCiccio, Thomas

Higher-order methods for statistical inference

Higher-order and exact methods for statistical inference

“Adjusted nonparametric profile likelihood”

“Variance stabilization and inference for a scalar parameter”

Velleman, Paul

Statistical graphics and on data analysis methods

Robust methods of clustering

Innovative interfaces for statistical computing

Wells, Martin

Bayesian decision theory

Bioinformatics

Empirical legal studies

EXTENSION DIVISION

Bronfenbrenner, Kate

Union and employer organizing and bargaining strategies in the global economy and the impact of global trade policies on workers, unions, and communities as well as presentations to unions, academics, and state and federal government about the findings from this research

Brown, Nellie

Water Environment Federation

New York Water Environment Association

Houtenville, Andrew

“Parental Effort, School Resources and Student Achievement: Why Money May Not ‘Matter’”

“Did the Employment of Those with Disabilities Fall in the 1990s and was the ADA Responsible: A Replication and Robustness Check of Acemoglu and Angrist (2001)”

Hurd, Richard

“The Failure of Organizing, the New Unity Partnership and the Future of the Labor Movement”

“The Twilight of the Old Unionism”

Ruiz-Quintanilla, S. Antonio

International comparison of work-related attitudes and values, leadership, organizational culture, and the process of socialization to work

Suggs, Cliff

Explore the feasibility of developing appropriate inter-active workplace games / ARS exercises as learning devices for various Institute programs

Continue to develop and enhance the Active DVD technique for possible uses in various Region programs

Seeber, Ronald

Data Analysis of the National Academy of Arbitrators

Weathers, Robert

“The Users’ Guide to Disability Statistics from the American Community Survey”

“The Earnings and Characteristics of Denied Disability Insurance Applicants”

“The Measurement of Induced Entry into the Disability Insurance Program”

“Horatio Alger Meets the Mobility Tables”

“Microeconomic Analysis of the Retirement Decision: the United States”

“Estimation and Specification Tests for the Fixed Effects Ordered Logit”

Woods, Susan

Continue developing the inclusion framework for diversity

Exploring the cultural assumptions underlying our approach to interest-based conflict resolution