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ILR Research in Progress 2006-07

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, 2006-2007

COLLECTIVE BARGAINING, LABOR LAW, AND LABOR HISTORY

Bronfenbrenner, Kate

Global Unions Project

The Changing Climate for Union Organizing at the
Turn of the Millennium

Organizing Research

American Postal Workers Project

Cook, Maria

Migration and Migrant Rights Advocacy: Cases from
Arizona, Australia, and Spain

“Workers in the Global Economy: Project Papers and
Workshop Reports”

Migration and Migrant Rights Advocacy (book
project comparing Spain, the United States, and
Australia)

“International Labor Standards and Domestic Labor
Advocates: Unions, Labor Reform, and Workers’
Rights in Latin America”

Cowie, Jefferson

“The Long Exception: Reframing the New Deal
Era in American History”

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

Daniel, Cletus

Book-length biography of Cesar Chavez

“How Hitler and the Japanese Militarists Saved the
American Labor Movement”

DeVault, Ileen

Climate and Strikes

Working Wives and Mothers

Families at Work

Gender and Craft Unionism in the Early AFL

Givan, Rebecca

Reform and employment in the UK National Health
Service

Changing employment relations in the British public
sector

Worker representation in the US

“Regulated decentralization and the demise of the
model employer: The public sector as depicted in
WERS 2004”

“The Hollowing Out of Employee Voice in the UK
National Health Service”

Gold, Michael

“Employment Discrimination Is a Tort”

Gross, James

“Workers’ Rights and the Rule of Law: A Clash of
Values, Standards of Judgment and Moral
Choice”

Kuruvilla, Sarosh

Outsourcing in the financial industry and the bio
technology industry

Lieberwitz, Risa

“Assessing the U.K.’s Research Assessment Exercise”

“Women’s Work: Narratives About Title VII of the
Civil Rights Act”

Lipsky, David

New York Nursing Home Project: Quality Care
Technology Demonstration Project

The Evolving Nature of Employment Arbitration

NASD Employment Arbitration

Evaluation of the Internal Dispute Resolution System at the U.S. Equal Employment Opportunity Commission

Collective Bargaining between Police Officers and Municipalities

An evaluation of the U.S. Nuclear Regulatory Commission's Alternative Dispute Resolution System

Salvatore, Nick

Religion and American Political Culture from the 1930's

Exploring the Place of the New Deal in American History (with Jefferson Cowie)

Turner, Lowell

Strategic reforms efforts by German unions since 1994

Union coalition building in a global economy

Labor movement revitalization

Comparative labor movement revitalization

Urban labor movements

HUMAN RESOURCE STUDIES

Batt, Rosemary

Global Call Center

Restructuring US Telecommunications

Work Organization, Performance, and Employee Outcomes in Call Center

The Global Call Center Report: International Perspectives on Management and Employment

"The Globalization of Service Work: Comparative International Evidence from Call Centers"

"How Institutions and Business Strategies Affect Wages: A Cross National Study of Call Centers"

"Rethinking the Boundaries of Human Resource Studies: Towards a More Relevant Field of

Management in the 21st Century"

"Human Resource Strategies and Wage Determination: Comparative International Evidence from the Call Center Sector"

"The Impact of Employee Voice and Control Mechanisms on Absenteeism, Discipline, and Turnover"

"A Longitudinal Analysis of Wage Inequality among Telecommunications Workers: 1998-2003"

"The Economic Pay-offs to On-the-Job Training in Routine Service Work"

"Putting Training into Context: A Cross-level, Longitudinal Study of Training Effectiveness"

"Human Resource Practices, Service Quality, and Economic Performance in Call Centers"

Bell, Bradford

Training and Development

Field of organizational justice

Core elements of active learning: Mindfulness, motivation, and emotion control effects on self-regulated learning and adaptability

A comparison of the effects of positive and negative information on job seekers' organizational attraction and attribute recall

An examination of the effects of errors in transactive memory behavior on team performance

Attachment style as a predictor of individual-organization attachment

A Longitudinal Examination of the Effects of Team Building on Team Effectiveness

Adaptive guidance: Effects on Self-Regulated Learning in Technology-Based Environments

Sources of justice expectations: An examination of antecedents across three settings

The Role of Transitory and Enduring Individual Differences in Active Learning

Examining the effectiveness of diversity training: Individual and Situational Influences

Self-Regulatory Prompts and Learning in
Technology-Based Environments

Bishop, John

Student Incentive to Study and Learn--Externalities,
Information Problems and Peer Pressure

Developing A Neo-Darwinian Rational-Choice
Theory of Student Norms in Secondary Schools

The Impact of Career-Technical Education

Collins, Christopher

TMT potency and firm innovation: A contingency
perspective

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

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

Images of unfamiliar organizations: How does
familiarity influence job seekers' evaluations and
decisions to apply?

TMT potency and strategic decision making speed:
The critical role of motivation

A comparison of the effects of positive and negative
information on application reactions and
intentions

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

High performance work systems, scalability, and firm
performance: The role of human resource
management in creating workforce fit and
flexibility

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

Does human resource management make a
difference? A comparison of the effects of HR
practices, business strategy, organizational
structure, and leadership on firm performance

Strategic human resource management and individual

performance: Examining the role of systems of
HR practices on individual employee, employee
engagement and performance

Dyer, Lee

The Agile Enterprise

Human resource strategy formation and
implementation

Hallock, Kevin

Impacts of job loss on firms

Employee stock options

The mix of pay

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

“Are Human Resource Leaders Gaining Impact and
Stature? Evidence from 12 Years of
Compensation Data”

“Employees' Choice of Method of Pay” (with Craig
Olson)

“Are Formal Corporate News Announcements Still
Newsworthy?: Evidence from 30 Years of US
Data on Earnings, Splits, and Dividends” (with
Farzad Mashayekhi)

“Wages versus Total Compensation,” (with John
Abowd)

“A Different Way to Think About Executive and
Employee Stock Options” (with Craig Olson)

“The Illinois Historical Salary Census,” (with David
Card)

“Estimating the Expected Cost of Employee Stock
Options” (with Craig Olson)

“Job Matching and Employment Duration” (with
Todd Elder)

“The Night Shift” (with Darren Lubotsky)

“Quantile Regression for Management”

“Sleepy Traders and Stock Prices” (with Lawrence
DeBrock and Joe Price)

Hausknecht, John

Recruitment/Selection and Turnover/Retention

Organizational Justice and Longitudinal Processes

Retaining valuable employees: Performance-based and job-related differences in reported reasons for staying

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

Temporal variability in unit-level absenteeism: Joint effects of time-varying commitment and satisfaction

Turnover rates as predictors: The service quality consequences of unit-level employee turnover

Toward the study of organizational justice as a dynamic process

Repeated testing of cognitive ability and personality: Explaining practice effects in selection contexts

Nishii, Lisa

Organizational diversity and inclusion

Employee perceptions of organizational practices/ climate

Cross-cultural and international research

Employee attributions of HR practices: Their effect on employee attitudes and behaviors, and customer satisfaction

The precursors and products of fair climates: The effects of leader personality and self versus other's justice perceptions

What Type of Leader Best Serves Customers? The Effects of Leader Personality on Service Behavior and Service Climate

Demographic faultlines and creativity in groups

Organizational inclusion: What is it and why does it matter?

Diversity and unit performance: The moderating role of leader-member exchanges.

Upper echelon theory revisited: Implications for diversity

A social cognitive view of the influence of culture on

leadership schemas

Interactive effects of gender harassment and ethnic harassment on targets

Cultural tightness-looseness: A multilevel analysis of situational constraint

Cultural Influences on Service Failure and Recovery: Implications for HRM

Institutional theory at the national level of analysis: Great isomorphism in some cultures than others?

The moderating role of national culture on SHRM relationships: Evidence from 20 countries

HRM in Anglo-Saxon countries: More similar or different from HRM in other countries?

Roberson, Quinetta

A social network approach to board composition and firm performance: The role of director affiliations.

An intergroup relations approach to diversity and firm performance: The role of status diversity in management.

Understanding "great workplaces" in Italy: The effects of HRM system strength on firm financial performance

Fairness reactions to selection techniques in Italy and the United States

The language of bias: A linguistic approach to understanding intergroup relations

Antecedents and outcomes of team justice climates: The role of intra-team network ties

Learning and behavioral change in diversity training programs

Attitudinal derivatives: A study of rates of change and attitudes over time.

What is the true business case for diversity? Examining the relative effects of leader diversity, practices, and reputation firm financial performance.

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

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

Competitive advantage through people: Test of a causal model

Human Resource Management in China

Strategic Human Resource Management: Theories, Concepts, and Research.

HR Leadership: Impact, Integration, and Influence

Human Resource Management and Performance: Progress and Prospects

Handbook of Human Resource Management

“Strategic HRM and Organizational Capabilities”

“Organizational influences on commitment”

“Human Resource Functional Excellence”

“Multi-level theorizing in strategic international HR research”

LABOR ECONOMICS

Abowd, John

Minimum Wages and Employment in France and the United States

Persistent Inter-Industry Wage Differences: Rent Sharing and Opportunity Costs

Confidentiality Protection in the Census Bureau’s Quarterly Workforce Indicators

Technology and Skill: An Analysis of Within and Between Firm Differences

Privacy and confidentiality research

Labor market research

Networks Theme Project

Blau, Francine

Institutions and Labor Markets in International Perspective

Youth Labor Markets

Gender and Labor Markets

Immigration, Gender and the Labor Market

“Does Welfare Influence Young Women’s Decisions About Marriage, Single Parenthood, and Female Headship?”

“The Feasibility and Importance of Adding Measures of Actual Experience to Cross-Sectional Data Collection”, (with Lawrence M. Kahn)

“Gender, Labor Supply and Assimilation Among Immigrants: 1980-2000”, (with Lawrence M. Kahn and Kerry Papps)

Boyer, George

Labor Markets in Nineteenth Century Britain

“Economic Insecurity, Safety Nets, and Living Standards in Britain, 1830-1938”

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

Poverty among the Elderly in Victorian Britain

Poverty, Social Insurance, and the Poor Law in Great Britain, 1906-1938

British Workers’ Living Standards during the Hungry Forties

Long-term Trends in British Unemployment, 1840-1938

DeVaro, Jed

“The Labor Market Effects of Employer Recruitment Choice”

“The Signaling Role of Promotions: Further Theory and Empirical Evidence”

“The Effect of Self-Managed and Closely-Managed Teams on Labor Productivity and Product Quality: An Empirical Analysis of a Cross Section of Establishments”

“An Empirical Analysis of Risk, Incentives, and the Delegation of Worker Authority”

“Job Characteristics and Labor Market Discrimination in Promotions: New Theory and Empirical Evidence”

“Gender Bias in Power Relationships: Evidence from Police Traffic Stops”

“Why Do Firms Offer Fast-Track Promotions?”

“The Effects of Affirmative Action Policies on the Recruitment of New Hires”

“Assessing the Effects of Classification Errors in Discrete Covariates in Qualitative Response Models”

Ehrenberg, Ronald

Economic Analyses of Academic Labor Markets

Resource Allocation in Higher Education

Fields, Gary

Labor market models

Economic mobility

Bottom-Line Management [book manuscript]

“Earnings Mobility in Argentina, Mexico, and Venezuela: Testing the Divergence of Earnings and the Symmetry of Mobility Hypotheses”

“Earnings Mobility in Times of Growth and Decline: Argentina from 1996 to 2003”

“How Is Convergent Mobility Consistent with Rising Inequality? A Reconciliation in the Case of Argentina”

“Labor Retrenchment Laws and their Effect on Wages and Employment: A Theoretical Investigation,”

“U.S. Earnings Mobility: Comparing Survey-Based and Administrative-Based Estimates,” with Lisa Dragoset

“Employment in Low-Income Countries: Beyond Labor Market Segmentation?”

“Modeling Labor Market Policy in Developing Countries: A Selective Review of the Literature and Needs for the Future”

“How Much Should We Care About Changing Income Inequality in the Course of Economic Growth?”

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

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

“Leading for the Bottom Line”

Hutchens, Robert

Government Transfers and Economic Behavior

Testing Theories of Long-Term Contracts

Measuring Inequality in the Distribution of People Across Groups

“Will The Real Family-Friendly Employer Please Stand Up: Who Permits Parents To Reduce Working Hours For Purposes of Childcare?”

“Gradual Retirement, Flexible Hours, and Employer Practices: Are Family Friendly Employers More Friendly to the Young?”

“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”

“Job Opportunities For Older Workers: When Are Jobs Filled With External Hires?”

“Measuring Segregation When Hierarchy Matters”

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

Gender and Labor Markets

Sports Labor Economics

Immigration, Gender and the Labor Market: 1970-2003

The Princeton Data Improvement Initiative

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

“Do Welfare, EITC, and Child Support Influence Young Women’s Family Formation?”

“Does Welfare Influence Young Womens Decisions About Marriage, Single Parenthood, and Female Headship?”

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

“Gender, Labor Supply and Assimilation Among Immigrants: 1980-2000”

ORGANIZATIONAL BEHAVIOR

Bacharach, Samuel

TWU Membership Survey

Work, Retirement, and Problem Drinking Among Blue-Collar Workers

Blue-Collar Workers and Drinking Behavior

Frontline First Responders

Leadership in Organizations

Member Assistance Programs in Hospitals

“New York City firefighters’ critical incidents and drinking behavior: Company norms and resources as sources of vulnerability and protection”

“Aging and drinking problems among mature adults: The moderating effects of positive alcohol expectancies and workforce disengagement”

Goncalo, Jack

“Hidden Consequences of the Group Serving Bias: Causal Attributions and the Quality of Group Decision Making”

“When Confidence Comes Too Soon: Collective Efficacy, Conflict and Group Performance Over Time”

“Strong Norms as a Stimulant to Group Creativity: Capitalizing on the Benefits of Individualism”

“Connecting Group Success to Individual Achievement: Cross- Cultural Attributions for Group Performance”

“Political Correctness and Creativity in Demographically Homogenous and Heterogeneous Groups”

“An Evolutionary Theory of Idea Selection in Brainstorming Groups”

Haas, Martine

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

Learning in Scientific Communities: Reference Group Influences and Information Withholding

Managing Dependence on External Knowledge in Project Teams: The Role of Team Autonomy

Age, Learning, and Performance in Call Centers

Hammer, Tove

The Health Effects of the Work Environment

Leadership Effectiveness in Local Unions

Lawler, Edward

Group Formation in Exchange Networks

“Dyad versus Triad effects on Group Cohesion.”

Social Exchange and Micro Social Order: Comparing Four Forms of Exchange

Affective Basis of Social Order (book manuscript)

“A Social Exchange Approach to Corruption”

Sonnenstuhl, William

Blue-Collar Workers and Retirement-Drinking Trajectories

Retirement, Social Support and Drinking Behavior: A Cohort Analysis of Males with a Baseline History of Problem Drinking

Aging and Drinking Problems among Mature Adults: The Moderating Effects of Positive Alcohol Expectancies and Workforce Disengagement

Alienation and Blue-collar Work: The Forgotten American Worker (with Samuel Bacharach)

Negotiating Harm and Avoiding Trouble in a College Alcohol Program: The Micro-politics of Harm Reduction

The Social Construction of Binge Drinking on American College Campuses

Tolbert, Pamela

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

More or less: Hierarchical differences in the effects of gender composition on the hiring of women faculty

Institutions in action: The use of tenure systems for faculty employment in colleges and universities

Dying to change? Causes and consequences of the transition from single-sex to coed college

Williams, Michele

“To be or not to be trusted: The influence of team and dyadic demographic dissimilarity on dyadic trust across boundaries”

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

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

“Perspective taking, trust development, and collaboration”

“Managing interpersonal emotions through humor: The moderating role of perspective taking”

“The psychology of embeddedness”

Transitions-in-Care: Technical and Relational Communication during Handoffs

SOCIAL STATISTICS

Bunge, John

“Impact of temporal dimensions on our perception of microbial biodiversity and its patterns”

”Protistan diversity at the top of the world”

Estimating the number of species

DiCiccio, Thomas

Conditional properties of unconditional bootstrap procedures for inference in exponential families

Adjusted nonparametric profile likelihood

Improved confidence interval estimation for the mutation rate under the infinite sites model

Velleman, Paul

Statistics education

Vidyashankar, Anand

Data confidentiality

“Asymptotic Theory for Large p Small n Problems-I, Consistency”

“Asymptotic Theory for Large p Small n Problems-II, Asymptotic Normality”

“Minimum Hellinger Distance Estimation for Randomized Play the Winner Design under Delayed Response”

“Minimum Hellinger Distance Estimation for ANOVA models from Randomized Play the Winner Designs”

“Estimation of Asymptotic Allocation Proportions in a Randomized Play the Winner Design”

“Empirical Likelihood Confidence Regions for Randomized Play the Winner Design under Delayed Response”

“Model based risk of re-identification for UB92 Medical Records”

Asymptotic Inference for Masked data

“Synthetic Data and Related Inference: An asymptotic perspective”

Inference for Two-Sample Problems for branching process data

Inference for Quantitation problems of Branching Processes

Statistical Analysis of Tree-indexed Autoregressive Processes

Martingale Convergence for Tree-indexed Autoregressive Processes

Path Properties of Multigenerational Samples from Branching Processes

A Novel approach to Identifying and Defining Resistance using FECRT data

Evolutionary Structure of a Supercritical Branching Process with applications to PCR Processes

Monotone Regression in the Presence of Random Effects

Consistency of Regression Functions in Convex Regression Models with Random Effects

L₁-based Distribution Theory for Shape Restricted Random Effects Models

Minimum Stochastic Disparity Inference for Skew-symmetric distributions

Minimum Hellinger distance based inference for partial linear models

“Statistical Approach to Measure Efficacy of Anthelmintic Treatment on Horse farms, Parasitology”

Wells, Martin

Bayesian decision theory

Bioinformatics

Empirical legal studies

EXTENSION DIVISION

Bryère, Susanne

Using the U.S. Equal Employment Opportunity Commission (EEOC) Employment Discrimination Charge Data System for Research and Dissemination Purposes

Web-based Student Processes at Community Colleges: Tools for Ensuring Accessibility

Rehabilitation Research and Training Center on Employment Policy for People with Disabilities

Disability Case Study Research Consortium on Employer Organizational Practices in Employing People with Disabilities

Figuerora, Maria

“Unions and Immigrant Workers in New York: Implications for Labor Education”

Grabelsky, Jeffrey

Regional power building

Building trades unionism

Relationship between worker centers and labor unions

Houtenville, Andrew

“Parental Effort, School Resources and Student Achievement”

“Rising Poverty in the Midst of Plenty: The Case of Working-Age People with Disabilities”

“Comparison of Employment Disability Discrimination Claims with Other Statutes Across U.S. Equal Opportunity Commission and Fair Employment Practice Agencies Nationally”

“Accounting for the Declining Fortunes of Working-Age People with Disabilities”

Metzler, Christopher

The Competencies of The Chief Diversity Officer
Corporate Social Responsibility and Diversity: The
Emerging Paradigm

Formal and Substantive Equality: A comparative
Perspective

Moccio, Francine

Gender Relations in the Biotech Industry in New
York State

Sisters On the Frontline: Organizing Women and
Building Power

Ruiz-Quintanilla, S. Antonio

“A Linking Poll and Census Data to Inform Disability
Policy: An Example Using the Empire Poll and
the American Community Survey”

“The Status of the Working-Age Population with
Disabilities: What Current Data Tell Us and
Options to Improve the Data”