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ILR Research in Progress 2007-08

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, 2007-2008

COLLECTIVE BARGAINING, LABOR LAW, AND LABOR HISTORY

Bronfenbrenner, Kate

Global Unions Project

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

Cook, Maria

Advocacy Networks and Global Migration:

Revisiting Labor Law Reform in the Post-Neoliberal
Era in Latin America

“Advocacy on the Frontlines: Defending Migrant
Rights in Southern Arizona”

“Humanitarianism, Human Rights, and (Il)legality in
Migrant Advocacy: Lessons from Arizona”

“Unauthorized Migration and Border ‘Control’:
Three Regional Views”

“Global Frames in National Settings: Comparing
Migrant Rights Advocacy in Spain, Australia,
and the U.S.”

“The Global Diffusion of Immigration Detention
Policies”

Advocacy Networks and Global Migration (book
project comparing Spain, the United States, and
Australia)

Cowie, Jefferson

“The Long Exception: Rethinking the Place of the
New Deal 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”

1937: Triumph and Travail in American Labor's Year
of Living Dangerously

DeVault, Ileen

Climate and Strikes

Working Wives and Mothers

Families at Work

Gender and Craft Unionism in the Early AFL

Givan, Rebecca

Restructuring, reform and employment in the
healthcare sector: Comparative Analyses

Changing employment relations in the British public
sector

Worker representation in the US

Gold, Michael

Levels of Abstraction and Common Law Decision
Making

The Origins of Disparate Impact

A Student's Introduction to Legal Reasoning

“On *Guard*: Levels of Abstraction and Common Law
Decision Making”

Griffith, Katie

New Challenges to Traditional Labor & Employment
Law Statutes:

Intersection between U.S. Immigration Law and
Labor & Employment Law

“Globalizing U.S. Employment Law through Foreign
Law Influence: Mexico's Foreign Employer Law
and Recruited Mexican Workers”

Gross, James

Workers' rights as human rights, particularly in regard to freedom of association, racial discrimination, health and safety and human resources

“The Human Rights Framework in Labor and Employment Relations”

Kuruvilla, Sarosh

Outsourcing in the financial industry and the bio technology industry

Industrial relations Diagnostic Framework.

ILR in China

Lieberwitz, Risa

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

Academic Freedom

U.S. Labor and Employment Law

International and Comparative Labor and Employment Law

Higher Education and Academic Freedom: The Challenges of International and Comparative Research

Lipsky, David

New York Nursing Home Quality Care Technology Demonstration Project

New Fortune 1000 Survey

Analysis of the Arbitration of Employment Disputes in the Financial Services Industry

An Analysis of the Use of Interest Arbitration in Police and Firefighter Disputes

Salvatore, Nick

Religion and American Political Culture from the 1930’s

“Dissenting Patriots: Protest and Democracy in Post-1945 America”

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

Urban labor movements

Unions and the civic integration of immigrant workers

HUMAN RESOURCE STUDIES

Batt, Rosemary

Comparative institutional research on service work

Work Organization, HR Management, and Economic Outcomes

“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”

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

“Rethinking the Boundaries of Human Resource Studies: Towards a More Relevant Field of Management in the 21st Century”

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

Bell, Bradford

Training and Development

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

A multi-level analysis of the effects of prompting self-regulation in technology-delivered instruction

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

The impact of team building interventions on team processes and performance: A theoretical review and integration

A Multi-level Examination of Autonomy-Supportive and Controlling Adaptive Guidance.

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

Recruitment advertising and corporate reputation: A longitudinal investigation

How does unfavorable information impact job seekers' organizational attraction?

Briggs, Vernon

The impact on U.S. immigration policies on the American labor force

Collins, Christopher

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

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

The equifinality of human resource management systems in software firms: An exploration of different paths to firm innovation and

performance

Changing a negative employment reputation: A latent growth approach

Dragoni, Lisa

“Toward a theory of managerial development: Integrating developmental assignments, learning orientation, and access to developmental opportunities in predicting managerial performance”

“Understanding the contingencies and consequences of state goal orientation emergence”

“A Consideration of the impact of cognitive ability, personality and breadth of experience on leadership competency”

“Do the benefits of mentoring depend on the protégé? An empirical examination of goal orientation as a key contingency”

“When does familiarity breed contempt? Effects of organizational familiarity on job seekers' evaluations and application decisions”

Dyer, Lee

Complexity-based Agile Enterprises.

Talent Allocation, Project Team Alignment, and Project Team Performance.

Assessing Relationships Among Performance Measures.

Human resource strategy formation and implementation

Hallock, Kevin

Impacts of Job Loss on Firms

Employee Stock Options

The Mix of Pay

“The Geography of Giving: The Effect of Corporate Headquarters on Local Charities”

“CEO Pay-for-Performance Heterogeneity: Examples Using Quantile Regression”

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

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

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

“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)

“New Data for Answering Old Questions Regarding Employee Stock Options”

“Senior HR Leaders in the “Top 5”: Evidence on Pay, Relative Pay, and Performance Using Data from 1,500 Firms Over a Decade”

“The Value of Stock Options to Non-Executive Employees”

Managing Job Loss: Why Firms Fire Workers and How it Affects the Bottom Line

Hausknecht, John

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

“Unit-level turnover rates and customer service quality: Implications of voluntariness, group cohesiveness, and size”

“Candidate persistence and personality test practice effects: Implications for staffing system management”

“The dynamic nature of applicants’ reactions to

selection: Effects of face validity, feedback, and reconsideration opportunity”

“Antecedents and consequences of unit-level employee turnover: A 30-year research review”

Nishii, Lisa

Organizational diversity and inclusion

Employee perceptions of organizational practices/ climate

Cross-cultural and international research

“Do Inclusive Leaders Help the Performance of Diverse Groups? The Moderating Role of Leader-Member Exchange in the Diversity to Group Performance”

“Gender harassment, ethnic harassment, and their combined effects on employee attitudes and health”

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

“Upper echelon theory revisited: Implications for diversity”

“Cultural tightness-looseness: A multilevel analysis of situational constraint”

“Engaging older workers: The influence of group faultlines, leadership, climate for inclusion, and job characteristics”

“What types of leaders create inclusive climates? Once created how do inclusive climates moderate the individual- and unit-level relationships between demographics and outcomes”

“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”

“Demographic faultlines and creativity in groups”

Wright, Patrick

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

“Strategic Human Resource Management: Theories, Concepts, and Research”

“Human Resource Functional Excellence”

“The Influence of Human Resource Practices and Collective Affective Organizational Commitment on Aggregate Voluntary Turnover”

HR Leadership: Impact, Integration, and Influence

“Human Resource Functional Excellence”

“Convergence and Divergence: HR Practice Use and Effectiveness in Multinational Corporations”

LABOR ECONOMICS

Abowd, John

Longitudinal Employer-Household Dynamics Program

Confidentiality protection in large scale data bases.

Micro-econometrics of labor markets.

“Access Methods for United States Microdata”

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

Blau, Francine

Done 4/2/08

Institutions and Labor Markets in International Perspective

Youth Labor Markets

Gender and Labor Markets

Immigration, Gender and the Labor Market

Book on The Economics of Women, Men and Work, 6th Edition

“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”

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

Boyer, George

Labor Markets in Nineteenth Century Britain

“The Trade Boards Act of 1909 and the Alleviation of Household Poverty”

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

“Poverty among the Elderly in Victorian Britain”

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

The Trade Boards Act of 1909 and the Alleviation of Household Poverty in Britain

Non-income Measures of Living Standards and European Mass Migration, 1870-1914

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

Ehrenberg, Ronald

Economic Analyses of Academic Labor Markets

Resource Allocation in Higher Education

“Educating Scholars: Examining Doctoral Education in the Humanities”

“Policy Considerations for Enhancing Student Access and Persistence in a World in Which Tuition Keeps Rising”

“The Implications of Recent Funding Trends for the Academic Humanities”

“Diffusion of Common Application Membership and Admissions Outcomes at American Colleges and Universities”

Fields, Gary

Labor market models

Economic mobility

Bottom-Line Management [book manuscript]

“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”

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

“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”

“Income Mobility in China: Main Questions, Existing Evidence, and Proposed Studies”

“Poverty Effects of the Minimum Wage: The Role of Household Employment Composition”

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

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

“Validating U.S. Earnings Mobility Estimates”

Freedman, Matthew

“Job Hopping, Earnings Dynamics, and Industrial Agglomeration”

“Product Market Competition and Human Resource Practices: An Analysis of the Retail Food Sector”

“Reaching for the Stars: Who Pays for Talent in Innovative Industries?”

“Decomposing the Sources of Earnings Inequality: Assessing the Role of Reallocation”

“Sorting and Matching in Industrial Clusters”

“Agglomeration Effects: The Role of Selection”

“Reverse-Commuting and Spatial Mismatch”

“Measuring Clustering Within and Between Industries: A Distance-Based Approach”

Hutchens, Robert

Testing Theories of Long-Term Contracts

Measuring Inequality in the Distribution of People Across Groups

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

“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”

“Occupational Segregation with Economic Disadvantage: An Investigation of Decomposable Indexes”

Jackson, Kirabo

Economics of education

Peer effects

“A Little Now For A lot Later: An Evaluation of a Texas Advanced Placement Incentive Program”

“Student Demographics, Teacher Sorting and Teacher Quality: Evidence from the End of School Desegregation”

“Schools, Peers, and the Effect of School Tracking on Student Academic Achievement: Evidence from Trinidad and Tobago”

“A Stitch in Time: Evaluating the Effects of an AP Incentive Program on College Outcomes”

“Paying Kids for Performance: An Evaluation of the REACH Program”

“Teaching Students and Teaching Each Other: The Importance of Peer Learning for Teachers”

“One for the Road: Public Transportation, Alcohol Consumption, and Intoxicated Driving”

Cost Should Be No Barrier: An Evaluation of the First Year of Harvard's Financial Aid Initiative

Kahn, Lawrence

Institutions and Labor Markets in International Perspective:

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

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

“The Impact of Labor Market Institutions on the Incidence of Public Employment in the OECD: 1960-1998”

“Employment Protection Reforms, Employment and the Incidence of Temporary Jobs in Europe: 1995-2001”

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

ORGANIZATIONAL BEHAVIOR

Bacharach, Samuel

TWU Membership Survey

Retirement-eligible but not Retiring: A Longitudinal Study of the Organizational- and Job-related Factors Associated with the Retention of an Older Workforce

New York City Transport Workers Working Conditions and Well being

The Role of Workplace Characteristics in Influencing Help-seeking Behavior among Employees with Alcohol Use Disorders

Emotional Well-Being among Blue-Collar Retired Workers

Goncalo, Jack

“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”

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

“An Evolutionary Theory of Idea Selection in Brainstorming Groups”

“Power Distance and Attributions for Group Performance”

“Independence or Competition?: Group Creativity and the Equity-Equality Norm”

“Creativity and Choice Overload: The Moderating Role of Positive Affect”

“Being Creative vs. Appearing Creative to Others:

Narcissism and Perceptions of Creativity over Time”

Hammer, Tove

The Health Effects of the Work Environment

Leadership Effectiveness in Local Unions

“The effects of norms in organizational change efforts”

“Prerequisites for Change in Organizations”

Lawler, Edward

Theory and research on the role of emotion in the production of cohesive relations or solidary groups

“Group Formation in Networks of Exchange”

“Structure and Group Cohesion: Dyad versus Triad Effects”

“Corruption as Social Exchange”

Social Commitments in a Depersonalized Age

Rubineau, Brian

“Missing links: Referrer behavior and job segregation”

“Networks and political attitudes: Structure, influence, and coevolution”

“Tipping points: Referral homophily and job segregation”

“Going Pro: A theory-based synthesis of professional identity indicators”

“Discriminating persistence: Professional identity and gendered engineering outcomes”

“When does alma mater matter? The contingency of identity for institutional effects”

“Same view, who knew? Value homophily and tie formation”

Sonnenstuhl, William

College Drinking project

Alienation and work

“Retirement and Drug Abuse: The Conditioning Role of Age and Retirement”

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”

“Demon rum to Dr. Pepper: The effects of the Temperance movement on breweries and soda producers”

“Conflicting conformity pressures and organizational decision-making”

“Departmental demographics, collegial relations and work attitudes of male and female faculty”

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”

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

“Interpersonal sensitivity: Building trustworthiness across time and hierarchical levels”

“Seeing through others' eyes: Appraisal-related perspective taking, trustworthiness, and performance”

“A voice is worth a thousand words: The implications of the micro-coding of social signals in speech for trust research”

“Team gender composition and threat-reducing behavior.”

“The psychology of embeddedness.”

SOCIAL STATISTICS

Bunge, John

“The size of the bacterial world”

“Modeling species richness as a function of DNA sequence similarity”

“Three-domain microbial community structuring along a depth gradient in the subtropical North Pacific Ocean”

“Improved nonlinear regression analysis of DNA reassociation kinetics: After 40 years the Cot curve receives some statistical and computational reinforcement”

“Impact of the time dimension on our perception of microbial molecular diversity and its patterns”

“PCR primers miss half of microbial diversity”

DiCiccio, Thomas

Inference for Two-Sample Problems for branching process data

Adjusted nonparametric profile likelihood

Velleman, Paul

Statistics Education

“Truth, Damn Truth, and Statistics”

Vidyashankar, Anand

“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

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

Statistical Analysis of Tree-indexed Autoregressive Processes

Martingale Convergence for Tree-indexed Autoregressive Processes

A Novel approach to Identifying and Defining Resistance using FECRT data

Monotone Regression in the Presence of Random Effects

Consistency of Regression Functions in Convex Regression Models with Random Effects

L_1 -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

Asymptotic Inference for High Dimensional Data Using Self-Normalization

Quantitation Problems for Supercritical Branching Processes

Wells, Martin

Bayesian decision theory

Bioinformatics

Empirical legal studies

EXTENSION DIVISION

Blessing, Carol

“Evolution of U.S. Employment and Disability Policies and Practices: Implications for Global Implementation of Person-Centered Planning”

Brewer, David

Collaborative Planning, Online Tools, and Improvement of Transition Practices in New York State

Cebula III, Raymond

“Interplay between Workers Compensation and the Americans with Disabilities Act”

Edid, Maralyn

“Bridging the Gap: Assessing the Skill Needs of the Immigrant Workforce in Onondaga County, NY.”

Figuerora, Maria

“The Effects of Technological and Organizational Changes on Employment and Labor-Management Relations in the Electronic Media Industry.”

Grabelsky, Jeffrey

“UFT’s School-Based Bonus Program: A Breakthrough Agreement”

“Serving the Public Interest: Preventing Double-Breasting in the Construction Industry”

Karpur, Arun

“Type of secondary school exit and postsecondary outcomes for students in Florida: A follow-up study using existing datasets”

“Analysis of postsecondary outcomes for students with EBD based upon their secondary school exit options: A logistic regression analysis using propensity score matching methods”

“Utilizing administrative data bases for postsecondary outcomes follow-up for young people with disabilities: Illustration of Miami-Dade County postsecondary outcomes follow-up controlling for substance abuse and mental health service utilization”

“Community-Based Support and Progress of Transition-Age Young People with Serious Mental Health Problems: A Multi-Site Demonstration”

“Quality Improvement: Process, Progress, Outcome Tools and Strategies”

Lazes, Peter

“Innovation and New Work System”

“Participative Action Research Leading to Innovation and Sustained Changes”

Levitte, Yael

“Demographics, Innovative Outputs, and Alliance Strategies of Canadian Biotech Firms”

“Learning through interacting? What determines collaborative behavior in biotechnology?”

“Do Winners Pick Government? What Kinds of Firms Participate in Innovation Programs?”

“‘Make Them or Break Them’: The Role of Government Policy in the Creation and Destruction of Social Networks and its Effects on Economic Well-Being”

“‘Wish You Were Here’: Understanding the Relationship between Social Networks, Spatial Scales and Economic Development in Marginal Native Communities”

“Measuring Human Development: A Critical Perspective and an Application in Aboriginal Communities”

“Assessing Demand for Bicycle Facilities – Rationale, Methods and an Application”

Moccio, Francine

A National Report Card On Female Firefighters,

Unger, Darlene

Breaking Down Barriers to Implementing Community-Based Vocational Training for Youth with Disabilities.