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## ILR Faculty Research in Progress, 2014-2015

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## ILR Faculty Research in Progress, 2014-2015

### Keywords

Cornell University, ILR School, faculty publications, research

## FACULTY RESEARCH IN PROGRESS, 2014-2015

### ECONOMICS

#### Abowd, John

“Older Workers’ Displacement and Mobility”

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

“Create National QWI”

#### Barrington, Linda

“Employer Learning and Practices Group on Employees with Disabilities”

Dean's Office Seed Money Project

“Testing Gender Equity Analysis – Company Case Study”

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

“Engaging employers as stakeholders in the research process”

Special Issue of Rehabilitation Research, Policy and Education

“Compensation in Green Infrastructure”

“Employment and Agism”

New York State Judicial Salaries

#### Blau, Francine

“Immigration and the Distribution of Incomes”

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

“Immigration, Gender and the Labor Market”

“The Gender Wage Gap: Hard and Soft Skills”

#### Boyer, George

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

England””

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

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

“The Political Economy of the Alabama Claims”

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

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

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

#### Ehrenberg, Ronald

“American Higher Education in Transition”

“Cornell Staff Retirement Incentive Program”

“Differential Tuition”

“Do Noninstructional Expenditures Matter?”

“Faculty on Boards of Trustees”

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

“Law School Research”

“Pay and Performance for University Presidents”

“Persistence in STEM field majors”

“PILOT (Payments in Lieu of Taxes)”

“Protecting Humanities Departments”

“The Mellon Mays Fellowship Program”

“Trustee, President, and Provost Gender”

#### Fields, Gary

“Economic Mobility”

“Labor Markets in Developing Economies”

**Hutchens, Robert**

“Measuring Segregation When Hierarchy Matters”

“Comparing Multidimensional Segregation Using Segregation Curves”

**Jakubson, George**

“Trustee, President, and Provost Gender”

“The Mellon Mays Fellowship Program”

**Kahn, Lawrence**

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

“Immigration and the Distribution of Incomes”

“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 Gender Wage Gap: Hard and Soft Skills”

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

**Mansfield, Richard**

“A Decomposition of Race and Gender Earnings Gaps over the Life Cycle and Across Cohorts”

“Ability Stratification among Public Schools”

“Geographic Labor Market Integration”

“Group-Average Observables as Controls for Sorting on Unobservables when Estimating Group Treatment Effects: the Case of School and Neighborhood Effects”

“Human Capital Depreciation and the Productivity of Late-Career Teachers”

“Task-Specific Experience versus Task-Specific Talent”

“Teacher Quality and Student Inequality”

**Prowse, Victoria**

“Cognitive Ability, Character Skills, and Learning to Play Equilibrium: A Level-k Analysis”

“Optimal Social Assistance and Unemployment

Insurance in a Life-cycle Model of Family Labor Supply and Savings”

**Vilhuber, Lars**

Evaluation of OS2 or “new system”

Create National QWI

Displaced worker indicators

German Synthetic LBD

RDC workflow

**HUMAN RESOURCE STUDIES**

**Batt, Rosemary**

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

**Bell, Bradford**

“An Examination of Virtual Leadership”

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

“Telecommuting: Proximal and Distal Consequences”

“Talk and Let Talk: The Effects of Language Proficiency on Speaking Up and Expertise Perceptions in Multinational Teams”

**Belogolovsky, Elena**

“Cognitive Implications of Pay Secrecy”

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

Pay secrecy and organizational performance: field study

“The Dark Side of Transparency: How and When Pay Administration Practices Affect Employee Helping”

The impact of pay secrecy on faculty members' performance

The unethical consequences of pay secrecy

**Burton, M. Diane**

“Do Startups create Good Jobs?”

“Leadership and Careers in Non-Profits”

### **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”

### **Dyer, Lee**

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

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

“Unit-level Job Satisfaction and Performance”

“Approaches to Workforce Agility”

### **Hallock, Kevin**

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

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

“Cornell Staff Retirement Incentive Program”

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

“Employees’ Choice of Method of Pay”

“Executive Compensation in American Unions”

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

“Pay and Performance for University Presidents”

“Pay and Performance for US Executives”

“Quantile Regression for Management Research”

“Testing gender equity analysis - company case study”

“The Gender Wage Gap in Nonprofits”

“The Illinois Historical Salary Census”

“The Night Shift”

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

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

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

### **Hausknecht, John**

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

“Managing dynamic membership: Sustaining unit performance amidst persistent member change”

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

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

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

### **Livingston, Beth**

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

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

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

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

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

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

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

“Street Harassment”

**Nishii, Lisa**

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”

“Disparate Access to Challenging Developmental Opportunities as an Explanation for the Under-Representation of Women in Senior Leadership”

Employer Case Studies: Private Sector and Public Sector

“Espoused Versus Actual Climate Inclusion: Implications of Behavioral (dis)integrity on Employee Outcomes”

“Gender Diversity, Group LMX, and Performance”

“Inclusive Leadership”

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

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

“The Impact of Inclusion for Workers with Disabilities”

“The Power of Inclusive Climates: The Reduction of Demographically-Based Divergence in Employee Experiences, Group Processes, and Financial Performance”

“Creating inclusive climates”

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

**INTERNATIONAL AND COMPARATIVE LABOR**

**Cook, Maria**

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

“Farmworkers in Upstate New York”

“Geopolitics and the Determinants of Immigration

Policy in Migrant-Sending States”

**Friedman, Eli**

“Education and Urbanization in China”

“Labor Relations in China’s City Services”

**Kuruville, Sarosh**

“A Diagnostic Framework for Industrial Relations”

“Bargaining Structure in China”

“Chinese Industrial Relations”

“Comparative Deregulation of the Legal Industry”

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

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

Globalization, Law Firm Business Strategies and Changing Labor markets for lawyers in the USA, UK and India

“Lawyers who do not Practice Law in the Courts”

“Offshoring: Survey of Client and Offshoring Firms”

“Strikes in China”

“The Transformation of the Legal Labor Markets”

Breaking Down Chinese Walls; Labor and Employment Relations in China

**Turner, Lowell**

“Immigrant Workers and Unions in Four Countries”

“Labor and Politics in the Current Economic Crisis”

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

**LABOR RELATIONS, LAW, AND HISTORY**

**Aleks, Rachel**

“Generational Differences in Youth Attitudes Towards Unions”

“Prisoner Re-Entry Programs”

“Union Staff Retention and Its Impact on Membership Levels and Satisfaction”

“What Professionals Want: Union and Employer Characteristics and Tactics in Certification Elections of Professional Workers”

**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”

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

“NLRB Rule Change Research Part II”

“Race, class, and gender in organizing today”

Research for WRC in Kheel Archives

Strategic Research in Organizing

“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”

Class and Labor

**Colvin, Alexander**

“Empirical Analysis of Employment Arbitration Cases”

“Labor Law Reform in the Anglo-American Countries”

“Public Education Employment Relations”

“The Relevance of Bargaining Structures in the Modern Economy: The Healthcare Sector as a Case in Point”

**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**

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

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

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

Climate and Strikes

Families at Work

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

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

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

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

Pride at Work and LGBT Union Members

Where the Wind Blows from All Directions: Trees, Capital, Labor and Families

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

**Gleeson, Shannon**

“Context, Coalitions, and Organizing: Labor Rights Advocacy in San Francisco and Houston”

“Immigrant Civic Engagement”

“Institutional Analyses of Worker Rights Enforcement”

“Processes of Worker Legal Mobilization & Legal Consciousness”

**Gold, Michael**

“Discrimination under the Labor Act”

“Levels of Abstraction in Legal Thought”

“An Introduction to Legal Reasoning”

“Australian Law Reform & the Trade Union Royal Commission Interim Report: Useful American Perspectives”

#### **Gross, James**

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

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

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

#### **Hurd, Richard**

Change To Win: Accomplishments, Shortcomings and Labor Strategy for the Future

The Impact of First Contract Arbitration: Evidence from Canada

The Potential Impact of the Employee Free Choice Act: Lessons from the Canadian Experience

U.S. Unions and the Obama Administration

#### **Hyman, Louis**

“Credit Reports and Hiring Decisions, 1959-1979”

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

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

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

#### **Lieberwitz, Risa**

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

“University faculty unionizing and collective bargaining”

“Workplace Whistleblowing: Controversies and Contradictions”

#### **Lipsky, David**

“A Survey of ADR Practices in the Federal Sector”

“An Analysis of Employment Arbitration in the Securities Industries”

Fortune 1000 Survey

“New York Nursing Home Quality Care Demonstration Project: Evaluation of Effects on Employment and Labor Relations”

#### **Litwin, Adam**

“Employment Models and Economic Outcomes: Hospital Employment Arrangements and the Spread of Healthcare-Associated Infections”

“The Relevance of Bargaining Structures in the Modern Economy: The Healthcare Sector as a Case in Point”

“The Search for Missing Performance Effects: The Healthcare Sector as a lens for Analyzing the Link between Worker Participation and Operational Performance”

#### **Martínez-Matsuda, Verónica**

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

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

#### **Riddell, Chris**

“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”

“Corporations and American Democracy”

**Seeber, Ron**

Cornell Staff Retirement Incentive Program

**ORGANIZATIONAL BEHAVIOR****Bacharach, Samuel**

“New York City Firefighters, Traumatic Stress and Workplace Conditions, and Wellbeing: 9/11 and Beyond”

“New York City Transport Workers Working Conditions and Wellbeing”

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

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

“Risky Instrumental Behavior”

Job Search Study (China)

**Besharov, Marya**

“Committed to the Causes? Identification and Commitment in a Hybrid Identity Organization”

“How Identity Flexibility Enables Multiple Identity Commitments: Sustaining Social Mission and Business Identities in a Social Enterprise”

“How Logics Enter Organizations: Customers as Carriers of Market and Social Welfare Logics in a Socially Responsible Retail Company”

“How Selective Synthesis of Organizing Practices Sustains Community Managed Production”

“Logic Segregation and Blending: A Theory of the Relationship between Multiple Institutional Logics in Organizations”

“Pathways toward Institutional Complexity: Changing Conceptions of Social Enterprise among Nonprofits, 2000-2010”

“Unpacking the Link between Calling and Behavior: A qualitative, Longitudinal Study of High-

Achieving Young Musicians”

**Goncalo, Jack**

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

“Divine Inhibition: Thinking About God Stifles Creative Thought”

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

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

“Reversing the Equation: What are the Consequences of Creativity and Innovation?”

**Hammer, Tove**

“The Health Effects of the Work Environment”

**Khessina, Olga**

“Hidden Costs of Technological Innovation and Firm Survival”

“Perceptually Focused Firms and Development of Regional Industrial Identities in the U.S. Biotherapeutics Industry”

“The Evolving Role of Educational Prestige as a Signal in the Silicon Valley Corporate Legal Market, 1928-1998”

**Lawler, Edward**

“Advances in Group Processes Volume 33”

“Emergence of social order in task groups”

“Interaction Processes that Promote Group Effectiveness”

“Person to Group Ties and Macro Social Orders”

**Sonnenstuhl, William**

New York City Firefighters, Traumatic Stress and Workplace Conditions, and Wellbeing: 9/11 and Beyond

New York City Transport Workers Working Conditions and Wellbeing

Work, Retirement and Drinking among Blue-Collar Retired Workers

“Pluralistic Ignorance, Campus life, and Drinking”

“The Misperception of College Drinking: Pluralistic

Ignorance and Campus Life”

“Freshman Drinking and Pluralistic Ignorance”

### **Williams, Michele**

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

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

Diversity and Performance on Technical Teams

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

“Psychology and the Art of Trust Maintenance”

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

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

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

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

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

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

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

### **Zitek, Emily**

“Bad Luck, Entitlement, and Prosocial Behavior”

“Entitlement and Creativity”

“Entitlement and Negotiation”

“Entitlement and Support for Hierarchy”

“Group Contributions and Support for Hierarchy”

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

“Hunger, Entitlement, and Prosocial Behavior”

“Moral Credentials from Voting”

“Reactions to People Who Admit or Deny Their Transgressions”

“Reactions to Unfairly Good Fortune”

“Rejection in Favor of Somebody or Nobody”

“Leniency and Entitlement”

## **SOCIAL STATISTICS**

### **Bunge, John**

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

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

“Decomposition of Probability Measures,”

“Estimating Global Microbial Diversity”

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

### **DiCiccio, Thomas**

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

“Robust inference via flexible parametric models”

### **Karns, M. Elizabeth**

“Damage Awards in Litigated Sexual Assault Cases”

“Default Judgments in Sexual Assault Cases”

Economic Consequences App

Preponderance Project

“Reporting Rates

### **Matteson, David**

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

“Cross Validation for Regularized Autoregression”

“Dimension Reduction via Likelihood Components”

“Efficient Multivariate Analysis of Change Points”

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

“Measuring and Testing Mutual Multivariate Independence”

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

### **Velleman, Paul**

Data Analysis

“Hand Dexterity Measures”

“Statistical Methods with Medical Application”

“Integrating Matrix Algebra into the Second Statistics Course”

### **Wells, Martin**

“rTensor: an R Package for Multidimensional Array (Tensor) Unfolding, Multiplication, and Decomposition”

“Simultaneous Sparse Estimation of Canonical Vectors in the  $p \gg N$  setting”

## **EXTENSION DIVISION**

### **Bjelland, Melissa**

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

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

EEOC Employment Discrimination Research Project

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

### **Brewer, David**

“Collaborative Service Delivery and Regional Transition Leadership”

Dean’s Office Seed Money Project

“Model Transition Program Evaluation”

MTP Transition Services Model Study

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

“NYS PROMISE: Concept Mapping”

“NYS PROMISE: How Career Development Impacts the Work and Postsecondary Outcomes for Youth Who Receive Welfare Benefits”

“The Impact of Parental Welfare Receipt on Postsecondary Education and Employment Outcomes for Transition-Age Youth with Disabilities”

“Vocational Rehabilitation Counseling Perception of MTP”

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

### **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”

### **Bruyere, Susanne**

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

(The Conference Board Research Working Group) Employer Learning and Practices Group on Employees with Disabilities

“Accessibility of Web Student Processes at Community Colleges”

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

Case Study with Hilton Worldwide

Case Study with NASA Johnson Space Center

“Climate for Inclusion, job characteristics, and job embeddedness”

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

disabilities”

“Disability Demographics and Statistics”

“EEOC Employment Discrimination Research Project”

Employer Case Studies: Private Sector and Public Sector

“Employment Policy for People with Disabilities”

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

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

“Organizational Practices in Employing People w/ Disabilities”

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

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

“The Impact of Inclusion for Workers with Disabilities”

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

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

Co-editor – Special Issue of Rehabilitation Research, Policy and Education

“Companion Animals in the workplace: What makes a successful experience?”

Investigation of Workplace Policies on the Employment Outcomes for Individuals with Disabilities

“Pet-Friendly Policies in the Workplace”

**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

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

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

“Labor Standards in Affordable Housing Construction”

“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”

**Golden, Thomas**  
Dean's Office Seed Money Project

“Developing a 21st Century Approach to Enhancing Supported Employment Outcomes”

“Enhancing Employment Outcomes of SSI and SSDI Beneficiaries Through Work Incentives Planning, Traditional Cost Reimbursement and the Ticket”

“Evaluation of OS2 or “new system””

“Model Transition Program: Sustaining Transition Systems Change”

“New York Makes Work Pay: Identifying the NYS Population of Potential MBI-WPD Eligibles and Minority Representation”

“Partners in Policy Making Research Demonstration”

“The Impact of Parental Welfare Receipt on Postsecondary Education and Employment Outcomes for Transition-Age Youth with Disabilities”

NYS PROMISE: Collaboration Study

NYS PROMISE: Concept Mapping

NYS PROMISE: Concept Mapping Statewide Steering Committee

NYS PROMISE: Family / Student Impact

NYS PROMISE: How Career Development Impacts the Work and Postsecondary Outcomes for Youth Who Receive Welfare Benefits

NYS PROMISE: Impact Analysis

NYS PROMISE: Qualitative Formative and Summative Evaluation

### **Grabelsky, Jeffrey**

“Collective Bargaining in the Construction Industry”

“Demand Forecasting in Construction”

“Demand Forecasting Models in the Construction Industry”

Interview w/ BCTD President Ayers for Working USA Article

Pre-Apprenticeship Programs

Project Labor Agreements / Community Workforce Agreements

“Young Workers Initiatives”

“Youth and the Labor Movement”

### **Hinkley, Nancy**

“Credit recovery programs and considerations for secondary transition services”

“Partners in Policy Making Research Demonstration”

### **Karpur, Arun**

Collaborative Service Delivery and Regional Transition Leadership

Dean’s Office Seed Money Project

Health Care Transition for Youth With Disabilities: A Follow-up Study Using the National Survey for Children with Special Health Care Needs

“Model Transition Program Evaluation”

“Model Transition Program: Sustaining Transition Systems Change”

MTP Transition Services Model Study

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

Society for the Elimination of Rural Poverty: Program Evaluation

“The Impact of Parental Welfare Receipt on Postsecondary Education and Employment Outcomes for Transition-Age Youth with Disabilities”

“Understanding the Relationship Between Health/Wellness and VR Outcomes for MTP Youth”

“Vocational Rehabilitation Counseling Perception of MTP”

NYS PROMISE: Collaboration Study

NYS PROMISE: Concept Mapping

NYS PROMISE: Concept Mapping Statewide Steering Committee

NYS PROMISE: Family / Student Impact

NYS PROMISE: How Career Development Impacts the Work and Postsecondary Outcomes for Youth Who Receive Welfare Benefits

NYS PROMISE: Impact Analysis

NYS PROMISE: Qualitative Formative and Summative Evaluation

### **Klingel, Sally**

“A Survey of ADR Practices in the Federal Sector”

Public Education Employment Relations

### **Lazes, Peter**

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

“Engaging Front-Line Staff for Quality and Safety? What’s Working and What’s Getting in the Way?”

“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”

“Union Mergers and Strategic Alliances”

**Margolies, Kenneth**

Youth and Unions

“Unions as Employers: The Challenge of Managing Union Staff with Labor’s Values”

Young Workers Initiatives

**Rudstam, Hannah**

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

“Beyond Yellow Ribbons: Employers Readiness to Hire and Retain Veterans with Disabilities”

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

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