The Lipsky Effect: An analysis of Professor David Lipsky's influence on his graduate students over time

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The Lipsky Effect

An analysis of Professor David Lipsky’s influence on his graduate students over time

Source: Kheel Center, Cornell University

Kelly Pike (Corresponding Author)
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Todd Dickey
Syracuse University

Ryan Lamare
University of Illinois
Research Question

• Is there variation in the degree to which Professor Lipsky has influenced his students over time?

1990s Source: Kheel Center, Cornell University

2012 Source: Kelly Pike
Hypothesis

• Professor Lipsky has influenced earlier generations more than later ones because he was still fresh in the game back then.
Methods

• Data collection conducted by 3 Lipsky advisees

• Archival research to define relevant sample population
• Semi-structured task with an open-ended question
• Content analysis of detailed letters and video submissions
Findings

• No evidence of enthusiasm and curiosity waning over time
Findings

• Infectious pursuit of knowledge, development of the ILR School, and the field of Industrial Relations
Findings

• A fantastic array of ties

Source: Kheel Center, Cornell University
Findings

• Participants focused on describing not just the quality of Professor Lipsky’s guidance, but his warmth, interest in others, and earnest desire to share knowledge (and stories!)
Data

• Video excerpts
• Letters from former graduate students
Discussion

• No variation found

• Hypothesis not supported by evidence
  • \(\text{confidence level}=\text{astronomical}\)

• Theoretical saturation reached
  • Each and every testimonial spoke to the quality of Professor Lipsky’s character, wisdom and generosity

• Findings hold when controlling for:
  • Type of graduate degree
  • Minor committee members
  • Length of time working with Professor Lipsky

• The findings are very very robust!
Discussion

• These findings are heavily influenced by the women who have ‘managed’ (his words) Professor Lipsky’s life at work and at home

Source: Kelly Pike

Source: Missy Harrington
Discussion

• These findings are also influenced by the legendary women who guided him, and without whom ILR would not be what it is today.
Conclusion

• In summary, the findings strongly suggest:

• **Professor Lipsky, you are an absolute legend!**

• Your legacy will live on in all of us as we carry the torch.

• These findings have powerful implications for current and future generations of researchers, teachers, and students around the world!
On behalf of your generations of graduate students:

Thank you Professor Lipsky!