Presenters at the MIT Institute for Work and Employment Research (IWER) Research Seminar, Fall 2015 through Spring 2023

A

Nicole Abi-Esber, Harvard Business School

Daron Acemoglu, MIT Department of Economics
*What Should We Teach MBAs in a High-Inequality Era?* Included panel discussion with Acemoglu and MIT Sloan faculty members Gita Rao, Nelson Repenning, Tom Kochan, and Anna Stansbury. (9/13/2022)

Anna Aizer, Brown University

Rachel K. Aleks (then at Cornell University now at University of Windsor)

Matthew Amengual (then at MIT Sloan, now at Saïd Business School University of Oxford)
*Reinforcing the State: Transnational and State Labor Regulation in Indonesia* (9/15/15)

Kate Andrias, University of Michigan
*A New Labor Law for the Post-New Deal Era* (2/23/2021)

Ben Armstrong, MIT Industrial Performance Center
*Lessons for the Long Tail: Workers and Robot Adoption at Small and Medium Manufacturers* (9/14/2021)

David Autor, MIT Economics

B

Diane E. Bailey, Cornell University
*Expanding University Audit Cultures and Opaque Metrics: The New Technologies of Control* (2/11/2020)
Tim Bartley, (then at Ohio State University, now at Washington University in St. Louis)
*Transnational Standards, Organizational Heterogeneity, and Factory Conditions in China* (3/29/16)

Gokce Basbug, (then a doctoral student at MIT Sloan, now at Sungkyunkwan University)

Alan Benson, University of Minnesota
*Can Promotion Tournaments Produce Bad Managers? Evidence of the Peter Principle* (3/15/2016)

Alan Benson, University of Minnesota, and Ben A. Rissling, Cornell University
*Strength from Within: Individual- and Store-Level Evidence that Transfers Outperform Hires* (2/14/2017)

Sarah Besky, Brown University
*Spaces for Labor: Inheritance, Infrastructure, and the House on Darjeeling Tea Plantations* (11/1/2016)

Anjali Bhatt (then a PhD candidate at Stanford University, now at Harvard)

Matthew Bidwell, Wharton
*Stepping Sideways to Step Up* (9/15/2020)

Christine Bishop, Brandeis University
*Nursing Home Adoption of Person-Centered Care Practices: Impact of Economic Factors* (3/14/2017)

Laura Boudreau, Columbia

Sarah Brayne (then at Microsoft Research, now at University of Texas-Austin)
*The Promise of Prediction: Policing in the Age of Big Data* (2/18/2016)

Forrest Briscoe, Penn State
*Bringing the Boss’s Politics In: Supervisor Political Ideology And The Gender Gap In Worker Earnings* (2/2/2016)

*City Street Protests and Corporate Diversity: Evidence from the Women’s Marches and Corporate Boards* (4/5/2022)
Rodrigo Canales, Yale School of Management
Citizen Engagement, Participation, and Trust in Public Safety in Mexico (10/16/2018)

Peter Cappelli, The Wharton School and NBER
Career Advancement and Skill Requirements (2/7/2017)

Teri Caraway, University of Minnesota
Maxing Out the Minimum Wage in Indonesia (9/29/15)

Emilio Castilla, MIT Sloan
Best in Class: The Returns on Application Endorsement in Higher Education (5/9/2017)

Erin Cech, University of Michigan
The Trouble with Passion: How Searching for Fulfilment at Work Fosters Inequality (3/1/2022)

Youngjoo Cha, Indiana University

Raj Choudhury, Harvard Business School
Is Hybrid Work the Best of Both Worlds? Evidence from a Field Experiment (5/2/2023)

Heejung Chung, University of Kent (UK)
Why Flexible Working Does Not Always Reduce Work-Family Conflict (10/31/2017)

Christina Ciocca Eller, Harvard University
Life Goes on After Dropout: Examining the Economic Outcomes of Students with “Some College, No Degree” (12/1/2020)

Adam Cobb (then at Wharton School, now at University of Texas)
The Effects of Pay Dispersion and Work-Unit Demography on Employee Turnover (9/19/2017)

Josh Cohen, Apple (12/6/2016)

Rae Cooper, The University of Sydney
The Voice of Young Women at Work; Who Has it, Who Misses Out? (4/2/2019)

Zoe Cullen, Harvard
The Old Boys' Club: Schmoozing and the Gender Gap (3/3/2020)

Joel Cutcher-Gershenfeld, Brandeis; Neil Gershenfeld, MIT Center for Bits and Atoms; and Alan Gershenfeld, E-Line Media
Sarah Damaske, Penn State University  
*Job Loss and the Second Shift (2/25/2020)*

David Deming, Harvard University  
*STEM Careers and Technological Change (10/2/2018)*

John Dencker, Northeastern University  
*Necessity Entrepreneurship and the Creation of New Organizations: A Study of Start-up Creation by the Unemployed in Greece during the Financial Crisis 4/26/2016)*

Jack Dennerlein, Northeastern University  
*Building a culture of safety, health, and wellbeing for construction workers: Overcoming (or not) the industry’s organizational challenges (2/12/2019)*

Teddy DeWitt, then a PhD candidate at University of Michigan, now at University of Massachusetts Boston  
*Mapping the Task Structure of Work (2/5/2019)*

Yaminette Diaz-Linhart, MIT Sloan  
*Too Many Voices on Voice, or Is There Room for More? Diversifying Voice Research through Worker Well-Being (4/11/2023)*

Greg Distelhorst (then at MIT Sloan, now at University of Toronto)  

Greg Distelhorst, University of Toronto  
*Cooperation and Punishment in Regulating Labor Standards: Evidence from the Gap Inc Supply Chain (11/3/2020)*

Frank Dobbin, Harvard University  
*The Paradox of Corporate Sexual Harassment Programs (9/18/2018)*

*Do Faculty Diversity Programs Work?: Evidence from 600 U.S. Universities Across 20 Years (2/1/2022)*

Arindrajit Dube, University of Massachusetts at Amherst  
*Monopsony and Employer Mis-optimization Explains Why Wages Bunch at Round Numbers (10/1/2019)*
Christina Ciocca Eller, Harvard University  
*Life Goes on After Dropout: Examining the Economic Outcomes of Students with “Some College, No Degree*  

John-Paul Ferguson (then at Stanford, now at McGill)  
*Employee Sorting without Managerial Discretion (3/1/2016)*  

Isabel Fernandez-Mateo, London Business School  
*Gender Differences in Responses to Rejection in Executive Recruitment (12/1/2015)*  

Janice Fine, Rutgers  
*Business Power and the Turn Toward the Local in Employment Standards Policy and Enforcement (5/11/2021)*  

Andrew Garin, University of Illinois at Urbana-Champaign  
*New Gig Work or Changes in Reporting? Understanding Self-Employment Trends in Tax Data (research with Emilie Jackson and Dmitri Koustas) 11/1/2022*  

Teresa Ghilarducci, The New School for Social Research  
*Nudge Economics and Working Longer: Inadequate Responses to the Retirement Time Inequality (11/28/2017)*  

Shannon Gleeson, Cornell University  
*Employers as Subjects of the Immigration State: How the State Foments Employment Insecurity for Temporary Immigrant Workers (10/20/2020)*  

Eszter Hargittai, University of Zurich  
*The Digital Reproduction of Inequality: The Role of Internet Skills in Online Participation (11/12/2019)*  

Chloe Hart (then a PhD candidate at Stanford, now at the University of Wisconsin)  
*Trajectory Guarding: Managing Unwanted, Ambiguously Sexual Interactions at Work (12/15/2020)*
Mohammad Mahdi Hashemian (then a PhD candidate at MIT Sloan, now at Koç University)

Nate Hendren, Harvard University
*The Impacts of Neighborhoods on Intergenerational Mobility: Childhood Exposure Effects and County-Level Estimates* (3/7/2017)

Jody Hoffer-Gittell, Brandeis University
*Relational Coordination Theory: A Systematic Review of Evidence Across Countries and Industries* (2/27/2018)

Matissa Hollister, McGill University
*Do Employers Care About Past Mobility? Evidence from Experimental Studies* (4/26/2022)

Audrey Holm (then a doctoral candidate at Boston University, now at HEC Paris)

Susan Houseman, Upjohn Institute
*Effects of the Affordable Care Act on Employment Arrangements: Early Evidence* (10/6/2015)

Sa-kiera Hudson, then a postdoctoral fellow at Yale, now at University of California Berkeley (12/7/2021)

Chip Hunter, Washington State University and Meven Jayasinghe, Michigan State University
*Raising Job Quality in Emerging Economies: The Impact of the Voluntary Adoption of Labor Codes* (11/15/2016)

I
Natasha Iskander, NYU Wagner
*Bondage and Skill Erasure: Migrant Workers in Qatar’s Construction Industry* (4/4/2017)

*How the Politics of Skill Shape Responses to Climate Change* (11/2/2021)

J
Simon Jäger, MIT Economics
*Wages and the Value of Nonemployment* (10/23/2018)

*What Does Codetermination Do? Evidence from Two Reforms in Finland* (10/27/2020)
Lisa Kahn, (then at Yale, now at the University of Rochester)
Is College the New High School? Evidence from Vacancy Postings (11/17/2015)

Namrata Kala, MIT Sloan
The Skills to Pay the Bills: Returns to On-the-job Soft Skills Training (10/29/2019)

Arvind Karunakaran, McGill
Front-Line Professionals in the Wake of Social Media Scrutiny: Examining the Processes of Obscured Accountability (11/30/2021)

Erin Kelly, MIT Sloan

Sari A. Kerr, Wellesley College
Post-Secondary Education and Information on Labor Market Prospects: A Randomized Field Experiment (11/10/2015)

Raquel Renee Kessinger, MIT Sloan
Speaking Up, Speaking Out, and Making Move(ment)s (12/6/2022)

Mahreen Khan (then a PhD candidate at MIT Sloan, now a postdoctoral researcher at Oxford)
Are Worker Management Committees Improving Factory Conditions? A Study Of Participation Committees In ILO’s Better Work Factories (3/19/2019)

Migration and Human Capital Accumulation: Myth or Reality? Temporary Migration and Skill Accumulation of Bangladeshi International Migrants (11/17/2020)

International Labor Migration and Economic Development: Evidence from Bangladesh (10/12/2021)

Alexandra Killewald, Harvard University

Will Kimball (then a graduate student at MIT Sloan, now at Pennsylvania State Education Association)
Thomas A. Kochan, MIT Sloan
*Upsurge in Worker Organizing and Activism: Flash in the Pan or a Transformational Moment?* (10/25/2022)

Thomas Kochan, Erin Kelly, William Kimball, and Duanyi Yang, all at MIT Sloan at the time
*Worker Voice in America: A Current Assessment and Exploration of Options* (12/12/2017)

Thomas Kochan, MIT Sloan, and Fei Qin, University of Bath
*A State-of-the-Art Training and Learning System* (9/22/2020)

Alex Kowalski (then a doctoral student at MIT Sloan, now at Cornell)
*Does It Matter That There is No “I” in “Team”?: Evaluating the trade-offs of individual- and group-based incentives in a single setting* (12/5/2017)

*How to Squeeze the Lemon: Local Organizational Cultures and the Prioritization of Multiple Performance Objectives in Pursuit of High Road Management Practices* (9/28/2021)

A. Nicole Kreisberg, Harvard Center for Population and Development Studies
*Nativity Penalty and Legal Status Paradox: The Effects of Nativity and Legal Status Signals in the U.S. Labor Market* (9/27/2022)

L

Lorenzo Lagos, Brown
*Collective Bargaining for Women: How Unions Can Create Female-Friendly Jobs* (2/7/2023)

Tashlin Lakhani, Cornell
*Chain Affiliation and Human Resource Investments: Evidence from the Restaurant Industry* (10/19/2021)

Kevin Lang, Boston University
*The Determinants of Teachers’ Occupational Choice* (4/24/2018)

Megan Larcom, Jenny Weissbourd, and Jeremy Avins (MBA students at the time), *New Forms of Worker Voice in the 21st Century* (2/6/2018)

Susan Lambert, University of Chicago

Carrie Leana, University of Pittsburgh
*Poor Performance or Poor Employees? Financial Stress as a Barrier to Performance* (10/27/15)

Lukas Lehner, Oxford
Employing the Unemployed of Marienthal: Evaluation of a Guaranteed Job Program  
(2/28/2023)
Frank Levy, MIT
Can Robots Be Lawyers? (10/18/2016)
Karen Levy, Cornell
Data Driven: Truckers, Technology, and the New Workplace Surveillance (4/18/2023)
Danielle Li, MIT
Promotions and The Peter Principle (12/11/2018)
Richard Locke, Brown University
Deliberation and University Governance: The Case of Brown University’s Diversity and Inclusion Action Plan (9/25/2018)
Jackson Lu (then a PhD candidate at Columbia Business School, now at MIT Sloan)
Global Leader or Foreign Traitor? The Divergent Effects of International Experiences on Leadership Effectiveness vs. Leadership Selection (11/21/2017)
Jackson Lu, MIT Sloan
The Bamboo Ceiling (4/27/2021)
Lisa Lynch, Brandeis
From Pandemic to Endemic: Implications for the Labor Market (4/12/2022)

Katherine Maich, Penn State University
Lapses in Law: Toward a Work and Organization Studies Approach to the Home as a Workplace (10/4/2022)
John-Paul McDuffie, Wharton
Kathleen McGinn, Harvard
Claire McKenna, doctoral student at MIT Sloan
Worker "Upskilling" in an Age of Insecurity (12/17/2019)
Job Loss and Unemployment During COVID-19 (12/13/2022)
Conrad Miller, UC Berkeley
The Dynamic Effects of Co-Racial Hiring (4/4/2023)

A. Minster, doctoral student at MIT Sloan
Disrupting the Rhythm of the Night: Microfoundations of Local Work Organization and Survival (11/20/2020)

Arrow Minster, MIT Sloan
Managers Making Movies: How and When Workers’ Problems Are Addressed (3/7/2023)

Alicia Sasser Modestino, Northeastern University
Upskilling: Do Employers Demand Greater Skill When Workers are Plentiful? (11/24/15)

Diana Moreira, University of California, Davis
Who Benefits from Meritocracy? (9/20/2022)

Jenna Myers (then a PhD candidate at MIT Sloan, now at the University of Toronto)
Cultivating Communities: When and Why Employers Engage in Youth Workforce Development Programs- (9/1/2020)

N

Nobuko Nagase, Ochanomizu University (Tokyo, Japan)
Artificial Intelligence and the Future of Domestic Work (10/18/2022)

Suresh Naidu, Columbia University

David Neumark, University of California, Irvine
Is It Harder For Older Workers to Find Jobs? New And Improved Evidence From A Field Experiment (2/23/2016)

Patrick Nüß, Kiel University
"Management Opposition, Strikes, and Union Threat" (3/14/2023)

O

Claudia Olivetti (then at Boston College, now at Dartmouth)

Ivy Onyeador (then at Yale University, now at Northwestern)
The Value of Interracial Contact for Reducing Anti-Black Bias among Non-Black Physicians: A CHANGE Study Report (11/19/2019)
Paul Osterman, MIT Sloan
*Who Will Care For Us: The Challenges of Long Term Care and the Long Term Care Workforce* (9/22/15)

Non-Standard Work: Truth and Lies (2/15/2022)

Paul Osterman, MIT Sloan and Michael Piore, MIT Economics
*In Search of the High Road: What Is It and Does It Exist?* (05/01/2018)

P

Amanda Pallais, Harvard University Dept. of Economics
*Valuing Alternative Work Arrangements* (10/3/2017)

Tae-Youn Park, (then at Vanderbilt University, now at Cornell) *The Effects of Employment Relationship on Employee Burnout, and the Role of Unions* (2/26/2019)

David Pedulla, Harvard University
*Organizational Bases of Racial Discrimination in Hiring* (5/4/2021)

Dionne Pohler, University of Toronto

Mark Popovich, The Aspen Institute
*Working Metrics: From Idea to Action* (5/14/2019)

Sandra V. Portocarrero, Columbia
*Racialized Expertise: The Consequences of Perceiving and Presenting Workers’ Ethnoracial Background as a Type of Expertise* (5/16/2023)

Q

R

Hatim Rahman (then a PhD candidate at Stanford, now at Northwestern)

Hazhir Rahmandad, MIT Sloan
*When Does Paying More Pay Off?* (3/21/2017)

Aruna Ranganathan (then at Stanford, now at UC Berkeley)
*Stooping Down to Succeed: How Female Supervisors Motivate Worker Productivity in an Indian Garment Factory* (9/26/2017)
A Numbers Game: Quantification of Work, Accidental Gamification and Worker Productivity (10/8/2019)
Alexandrea Ravenelle, UNC Chapel Hill
Hustle and Gig and COVID: Struggling and Surviving in the Gig Economy (3/2/2021)
Erin Reid, (then at Boston University, now at McMaster)
Breadwinning or Breadsharing? How Married Men Assign Value to their Wives’ Work Arrangements and Construct Spousal Identities (4/12/2016)
Roberto Rigobon, MIT Sloan
What To Do With The ESG Zoo? (5/3/2022)
Christine Riordan, (then an MIT IWER doctoral student, now at the University of Illinois at Urbana-Champaign)
Restructuring in Corporate Law Firms: Organizational Inequality in the Context of a Changing Division of Labor (11/3/2015)
Christine Riordan, Duanyi Yang, Mahreen Khan & Alex Kowalski (all doctoral students at MIT Sloan at the time)
Ben Rissing, Cornell
The Need for Speed: The Role of Employers in Immigrant Work Visa Acceleration and Approval (4/19/2022)
Maya Rossin-Slater, Stanford University
Unequal Use of Social Insurance Benefits: The Role of Employers (4/30/2019)
Jake Rosenfeld, Washington University-St. Louis
The Power of Transparency? Inequality and Information Sharing in the Modern Workplace (5/2/2017)
Denise Rousseau, Carnegie Mellon University
Evidence-Based Management/Helping Managers Make Better Decisions: Practice, Teaching & Research (9/27/2016)

S
Rebecca Sandefur (then at University of Illinois, now at Arizona State)
Civil Justice and Social Inequality (4/23/2019)
Daniel Schneider, (then at UC Berkeley, now at Harvard)
*Schedule Instability and Unpredictability and Worker and Family Health and Wellbeing* (4/11/2017)

*Hard Times: Routine Schedule Unpredictability and Material Hardship among Service Sector Workers* (9/24/2019)

Ofer Sharone, UMass Amherst
*Beggars and Used Car Salesmen: The Experiences of Networking among Long-Term Unemployed Professionals* (11/13/2018)

Benjamin Shestakofsky, University of Pennsylvania

Laurel Smith-Doerr, UMass Amherst

Fredrik Söderqvist, Unionen and doctoral student at Blekinge Institute of Technology
*Bargaining Over Rules: Untangling the Webs of a Swedish Industrial Relations System* (12/10/2019)

Fredrik Söderqvist, PhD candidate at Blekinge Institute of Technology
*How to Negotiate an Algorithm: A Case Study on Voice and Automation in Swedish Mining* (11/9/2021, coauthored with German Bender, Stockholm School of Economics)

Aaron Sojourner, University of Minnesota
*Can Reputation Discipline the Gig Economy? Experiment Evidence From an Online Labor Market* (4/5/2015)

*What's the Inside Scoop? Challenges in the Supply and Demand for Information about Job Attributes* (2/16/2021)

Glorian Sorensen, Harvard
*Work and Health: Pathways to Implementing Integrated Approaches to Worker Health, Safety and Wellbeing* (9/20/2016)

Anna Stansbury (then a PhD candidate at Harvard, now at MIT Sloan)
*Employer Concentration and Outside Options in the U.S.* (10/6/2020)

Anna Stansbury, MIT Sloan
*Leaky Pipeline, Slippery Ladder: Socioeconomic Background in Academia (with Kyra Rodríguez)* (5/9/2023)

Justin Steil, MIT Urban Planning
*Local Laws and Local Networks: The Role of Civil Society Networks in Immigration Federalism* (03/06/2018)
Adam Storer (PhD candidate at UC Berkeley)
*Serving Like an Organization: How Food-Service and Retail Workers Interpret Their Interactions With Customers* (12/8/2020)

Julia Ticona, University of Pennsylvania
*Left to Our Own Devices: Coping with Insecure work in a Digital Age* (3/29/2022)

Zeynep Ton, MIT Sloan
*Making Low-Wage Retail Jobs Better Jobs* (10/20/15)

Di Tong, MIT Sloan

LaTonya Trotter (then at Vanderbilt University, now at the University of Washington)
*When the Safety Net is a Nurse: Organizational Care Work in the Context of State Retrenchment* (3/30/2021)

Steven Vallas, Northeastern
*Prime Suspect: Understanding Labor Control at Amazon's Warehouses* (10/5/2021)

Tom VanHeuvelen, University of Minnesota
*The Consequences of a Unionized Career* (2/14/2023)

John Van Reenen, MIT Sloan
*The Fall of the Labor Share and the Rise of Superstar Firms* (10/17/2017)

Steve Viscelli, University of Pennsylvania
*Driverless and Door to Door? Autonomous Trucks, Ecommerce, the “Uberization” of Freight and the Future of the American Trucker* (05/08/2018)

George Ward (then a PhD candidate at MIT Sloan, now a postdoctoral fellow at Oxford)
*The Effect of Employee Mood on Productivity* (5/7/2019)
Workplace Happiness and Employee Recruitment: Evidence From a Field Experiment (9/21/2021)

Kate Weisshaar, University of North Carolina

Jamillah Bowman Williams, Georgetown University
Beyond the Business Case: Moving from Transactional to Transformational Inclusion (2/8/2021)

Nathan Wilmers, MIT Sloan School of Management
Aligning Inequalities: Organizational Sources of Wage Inequality, 1999-2018 (2/4/2020)
The End of Inequality? Potential Sources of a Second Great Compression” (11/15/2022)

Adia Wingfield, Washington University
Professional Work in a ‘Post Racial’ Era: Black Heath Care Workers in the New Economy (5/10/2022)

Chris Winship, Harvard
Inchoate Situations and Extra-Rational Behavior (4/10/2018)

Duanyi Yang (then a doctoral student at MIT Sloan, now at Cornell), 11/29/2016

Do Flexible Working Time Arrangements Reduce Worker Turnover? Evidence from German Linked Employer-Employee Data (9/17/2019)

Yao Yao (then a PhD candidate at the University of Toronto, now at the University of Ottawa)
Uberizing the Legal Profession? Lawyer Autonomy and Status in the Digital Legal Market (11/15/2019)

Trevor Young-Hyman (then at University of Pennsylvania, now at University of Pittsburgh)
With Some Power Comes Responsibility: Power Inequality and Supplier Experimentation in Project Teams (10/25/2016)

Z
Karen Zheng, MIT Sloan School of Management

Ezra W. Zuckerman Sivan, MIT Sloan
*Did Unions Actually Bring Us the Weekend—and if not, How and Why Did We Get It? Emerging Findings and Tentative Lessons* (11/8/2022)

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Claire McKenna, MIT Sloan,
*Job Loss and Unemployment During COVID-19* (12/13/2022)