

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

## **A**

Nicole Abi-Esber, Harvard Business School

*Inclusion in Action: How Leader Eye Gaze Fosters Safety and Speaking* (11/29/2022)

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

*Labor Market Discrimination and Investments in Human Capital of the Next Generation* (11/27/2018)

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

*What Professionals Want: Union and Employer Characteristics and Tactics in Representation Elections of Professional Workers* (4/25/2017)

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

*When Work Disappears: Manufacturing Decline and the Falling Marriage-Market Value of Men* (2/28/2017)

## **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)

*What Do Environmental Health and Safety Systems Do? Longitudinal Evidence from Academic Research Laboratories* (5/3/2016)

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. Rissing, 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)

*Cultural Code Switching in a Post-Merger Organization* (12/3/2019)

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

*Multinational Enforcement of Labor Law: Experimental Evidence from Bangladesh's Apparel Sector* (4/13/2021)

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)*

## C

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

*Are Some Occupations More Family-Friendly than Others? The Effects of Occupational Contexts on Using Leave and Flexible Work Policies (3/8/2016)*

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 University  
*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  
*The Future of Work in the Third Digital Revolution: What if Anyone Could Make (almost) Anything? (11/14/2017)*

## **D**

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)*

Ellora Derenoncourt, Princeton University  
*Voluntary Minimum Wages (12/12/2023)*

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 Díaz-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)

*Does Compliance Pay? Global Supply Chains and Trade-based Diffusion of Labor Standards (10/4/2016)*

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)*

## **F**

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)*

Erin Frey, USC Marshall School of Business

*Professional Reestablishment: How People Continue to Work in an Industry After Being Publicly Accused of Misconduct (11/14/2023)*

## G

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*

Naz Ghaedipour, Stanford University Center for Work, Technology, and Organization  
*Metrics as Identity Baits: Perpetuation of Hope Labor Through Quantification (11/28/2023)*

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)*

## H

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)  
*Unproductively “Optimal Schedules”: The Effect of Unstable Schedules on Employee Turnover and Productivity (3/5/2019)*

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)  
*Jurisdictional Deflection in Social Justice Occupations: How Reentry Counselors Uphold Professional Ideals (11/16/2021)*

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)*

## **K**

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

*Making Work Work: Work Redesign at the Work-Life Frontier (4/3/2018)*

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

*Tethered Lives: Parenthood, Partnership and Gender Inequality in the U.S. (9/11/2018)*

Will Kimball (then a graduate student at MIT Sloan, now at Pennsylvania State Education Association)

*Explaining the Representation Gap: What Workers' Needs and Preferences Say about Labor Organization of Tomorrow (3/12/2019)*

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 21<sup>st</sup> Century (2/6/2018)*

Susan Lambert, University of Chicago

*Precarious Work Schedules in the US: Prevalence and Possibilities for Change (12/8/2015)*

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)*

Chelsea Lide, Stanford University  
*Second-Order Prejudice: How Our Beliefs About Others' Biases Perpetuate Discrimination in Organizations (11/7/2023)*

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)*

## **M**

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  
*Preparing U.S. Workers and Employers for an Autonomous Vehicle Future (11/6/2018)*

Kathleen McGinn, Harvard University  
*Breaking from Tradition: Women's Labor Force Participation and Investments in Females in Rural Gujarat, 1981-2011 (2/13/2018)*

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

*Power and Dignity in the Low-Wage Labor Market: Theory and Evidence from Wal-Mart Workers (4/6/2021)*

Dylan Nelson, MIT Sloan

*The Dual Nature of Owner-driven Reorganization: Private Equity Buyouts, Upgrading vs. Rechanneling, and Worker Earnings (9/26/2023)*

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)

*The Dynamics of the Gender Pay Gap: Evidence from U.S. Establishment Data (4/9/2019)*

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)*

*Reconsidering Internal Labor Markets (10/3/2023)*

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)*

Jayanti Owens, Yale University

*The Role of Racial/Ethnic Similarity in Reducing the Effects of Bias in Behavioral Evaluations (9/12/2023)*

## 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

*The Compliance Behavior of Multinationals in a Developed Country: An Empirical Assessment of Regulatory Employment Practices Using Administrative Data From Ontario (11/7/2017)*

Mark Popovich, The Aspen Institute

*Working Metrics: From Idea to Action (5/14/2019)*

Florencio Portocarrero, Columbia Business School

*The Effects of Participation in a CSR Intervention on Employees' Engagement in Corporate Volunteering: Evidence from a Field Experiment (10/17/2023)*

Sandra V. Portocarrero, Columbia University

*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)

*From Iron Cages to Invisible Cages: Algorithmic Evaluations in Online Labor Markets (12/4/2018)*

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)*

Hunter Rendleman, Harvard University

*Bound Together: "Racial Peer Effects and Caucus Control in the U.S. Congress (10/31/2023)*

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)

*One Relationship to Rule Them All: What an Employment Relations Perspective Means for Relationships at Work* (11/8/2016)

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

Halil Sabanci, Frankfurt School of Finance & Management

*"Temporary Employment, Precarity Trap in Low-Wage Jobs, and Wage Inequality"* (9/19/2023)

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

*Venture Capitalism: Startups, Technology, and the Future of Work (9/29/2020)*

Laurel Smith-Doerr, UMass Amherst

*Gendered and Racialized “Unanticipated Consequences” in Faculty Shared Decision-Making: Using Research for more Equitable Departmental Practices (3/8/2022)*

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)*

Matthew Stanley, Fuqua School of Business

*The Heroization of Groups May (Ironically) Limit Their Opportunities and Encourage Their Exploitation (10/24/2023)*

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 Rodriguez) (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)*

## T

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

*In Search of the High Road: Do Low-Wage Employers Shift Management Practices in Response to Minimum Wage Increases? (4/25/2023)*

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)*

## U

## V

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)*

Austin van Loon, Duke University

*Exemplifying Our Virtues or Rectifying Our Iniquities? National Self-Understandings and Natives' Immigration Policy Preferences (12/5/2023)*

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)*

## W

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

*Intermittent Labor Force Participation: a Source of Bias?: An Experimental Approach Examining Mechanisms and Types of Discrimination (10/30/2018)*

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 Health Care Workers in the New Economy (5/10/2022)*

Chris Winship, Harvard University

*Inchoate Situations and Extra-Rational Behavior (4/10/2018)*

## X

## Y

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  
*Transparency in Social Responsibility: Investigating Consumers' Behaviors and Motives (2/9/2016)*

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)*