

Presenters at the MIT Institute for Work and Employment Research (IWER) Research Seminar, Fall 2015 through Spring 2022

A

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)

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

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)

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)

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)

E

Christina Ciocca Eller, Harvard University

Life Goes on After Dropout: Examining the Economic Outcomes of Students with "Some College, No Degree"

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)

G

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)

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 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)

L

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
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)

Frank Levy, MIT
Can Robots Be Lawyers? (10/18/2016)

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)

M

John-Paul McDuffie, Wharton
Preparing U.S. Workers and Employers for an Autonomous Vehicle Future (11/6/2018)

Kathleen McGinn, Harvard
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)

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

Alicia Sasser Modestino, Northeastern University

Upskilling: Do Employers Demand Greater Skill When Workers are Plentiful? (11/24/15)

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

Suresh Naidu, Columbia University

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

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)

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)

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
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)

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)

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

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)

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

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)

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)

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)

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

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)