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

A

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. 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)

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)

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

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)

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

Greg Distelhorst, University of Toronto

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

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)

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)

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
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)

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)

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)

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)

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

Kathleen McGinn, Harvard

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)  

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)

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)

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)

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)

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)

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

Steve Viscelli, University of Pennslyvania
*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)

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)

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

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)

Karen Zheng, MIT Sloan School of Management