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

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)

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)

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

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)

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)

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

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)

K
Lisa Kahn, (then at Yale, now at the University of Rochester)

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
*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 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

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)
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)

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)

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)

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)*

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
*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
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)

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)

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 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  

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)

• December 13, 2022

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