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## Saturday Conference Activities • 1/3/2015

### 8 - 10 am Concurrent Sessions

#### 1.1 The Evolution of White Collar Occupations and Professions (Symposium)—A

**Chair:** Paul Osterman, Massachusetts Institute of Technology

**Presenters:** Françoise Carré, University of Massachusetts-Boston—*The Changing Structure of White Collar Employment: A Review of Recent Trends*

Christine Riordan, Massachusetts Institute of Technology—*The Evolution of Legal Careers: The Case of Big Law Associates*

Diane Burton and Jae Eun Lee, Cornell University—*The Changing Contours of Managerial Careers: The Case of Non-Profits*

**Discussant:** Michael Piore, Massachusetts Institute of Technology

#### 1.2 The Employee Ownership Approach to Shared Prosperity: New Research (Symposium)—C

**Chair:** Joseph Blasi, Rutgers University

**Presenters:** Fidan Ana Kurtulus, University of Massachusetts-Amherst and Douglas Kruse, Rutgers University—*Employment Ownership and Firm Survival through the Great Recession*

Erik Olsen, University of Missouri-Kansas City—*The Effect of Employee Ownership on Effort and Supervision*

Edward Carberry, University of Massachusetts Boston and Joan S.M. Meyers, University of the Pacific—*Best for Whom? Social Stratification, Employee Ownership, and Employee Outcomes in Fortune's Best Companies to Work For*

Phil Mellizo, College at Wooster—*Employee Ownership: A View from the Lab*

**Discussants:** Richard B. Freeman, Harvard University

Christopher Mackin, Ownership Associates

#### 1.3 Research and Practice from Inside the Workforce Development and Unemployment Systems (Symposium)—C

**Co-Chairs:** Mary Gatta and Matt Unrath, Wider Opportunities for Women

**Presenters:** Mary Gatta, Wider Opportunities for Women—*All I Want is a Job: Unemployed Women Navigating the Public Workforce System*

Ofer Sharone, Massachusetts Institute of Technology—*Flawed System/Flawed Self: Job Searching and Unemployment Experiences*

Geri Scott and Alexandra Waugh, Jobs for the Future—*Innovations in Workforce Development*

**Discussant:** Matt Unrath, Wider Opportunities for Women

**10:15 am - 12:15 pm Concurrent Sessions**

**2.1 Growing Older and Working Longer: Implications for Health and Retirement Time (Symposium)—C**

**Chair:** Paul Osterman, Massachusetts Institute of Technology

**Presenters:** Alan Benson, Aaron J. Sojourner and Akhmed Umyarov, University of Minnesota—*The Value of Employer Reputation in the Absence of Contract Enforcement: A Randomized Experiment*

Eliza Forsythe, W.E. Upjohn Institute for Employment Research—*Screening, Monitoring, and Sorting Across Occupations*

Evan Starr, University of Illinois at Urbana-Champaign—*The Impacts of Covenants Not to Compete: New Evidence from an Employee-Level Survey*

Andrew Weaver, MIT—*Is Credit Status a Good Signal of Productivity?*

**Discussants:** Chris Stanton, University of Utah

Colleen F. Manchester, University of Minnesota

Conrad Miller, Princeton University

Hye Jin Rho, Massachusetts Institute of Technology

**2.2 The Minimum Wage, Family Income and Poverty: New Research (Symposium)—B**

**Chair:** Paul Wolfson, Dartmouth College

**Presenters:** Arindrajit Dube, University of Massachusetts-Amherst—*Minimum Wages and the Distribution of Family Incomes*

Joseph J. Sabia, San Diego State University; Richard Burkhauser, Cornell University; and Robert B. Nielsen, University of Georgia—*Minimum Wages and Poverty*

Dale Belman, Michigan State University and Paul Wolfson, Dartmouth College—*The Effect of the Minimum Wage on Low Income Workers: What Do We Know?*

Brian Phelan, Depaul University and Daniel Aaronson, Federal Reserve Bank of Chicago—*Wage Shocks and Technological Substitution*

**Discussants:** Charlie Brown, University of Michigan

Lawrence Kahn, Cornell University

**2.3 On the Political Economy of Immigration in Europe and in the United States: The Importance of Skill (Symposium)—B**

**Chair:** Hein De Haas, Oxford University

**Presenters:** Pascal Petit, University of Paris Nord—*Global Skilled Migration Governance: On the Role of Civil Society Organizations*

Megaly R. Sanchez, Princeton University—*High Skills Immigrants in United States: An Approach on Their Professional Status and Migration Interest to United States*

El Mouhoub Mouhoud, University of Paris Dauphine—*The Changing Nature Migration from the MENA Countries: A Post-Arab Spring Perspective*

Rey Koslowski, Albany University (SUNY)—*Selective Migration Policy Models, Changing Realities of Implementation and the Recruitment of Foreign Students to become High-Skilled Immigrants*

**Discussants:** Lynne Chester, Sydney University

Steve Pressman, Monmouth University

## 2:30 - 4:30 pm **Concurrent Sessions**

### 3.1 Using Meta-Analysis to Understand Labor Market Issues (Symposium)—B

**Chair:** Dale Belman, Michigan State University

**Presenters:** Tom Stanley, Hendrix College—*Meta-regression Analysis: Seeing through the Biases of Economics*

Patrice Laroche, ESCP Europe Business School (Paris) and Chris Doucouliagos, Deakin University—*What Do Unions Do? A Meta-Analytic Structural Equation Model (MASEM) of the Effects of Unions on Firm Performance*

David Card, UC Berkeley; Jochen Kluge, Humboldt Universität zu Berlin; and Andrea Weber, University of Mannheim—*A Meta-Analysis of Recent Active Labor Market Programs*

Paul Wolfson, Dartmouth College and Dale Belman, Michigan State University—*A Meta-Analysis of the Effect of the Minimum Wage on Employment and Hours*

**Discussant:** Tom Stanley, Hendrix College

### 3.2 Unemployment Insurance and Labor Market Outcomes (Symposium)—C

**Chair:** Stephen A. Woodbury, Michigan State University

**Presenters:** Aresh Nekoei, Harvard University—*Does Extending Unemployment Benefits Improve Job Quality?*

Marta Lachowska, W.E. Upjohn Institute for Employment Research; Merve Meral, University of Massachusetts Dartmouth; and Stephen A. Woodbury, Michigan State University—*The Effects of Relaxing the Work Search Requirement on Job Match Quality*

Andreas Mueller, Columbia Business School; Till von Wachter, University of California, Los Angeles; and Jesse Rothstein, University of California, Berkeley—*Unemployment Insurance and Disability Insurance in the Great Recession*

Susan N. Houseman, W.E. Upjohn Institute for Employment Research—*Work Sharing as an Alternative to Cyclical Layoffs*

**Discussants:** Wayne Vroman, Urban Institute

Zhuan Pei, Brandeis University

### 3.3 Prospects for Egalitarian Capitalism: European Lessons for American Industrial Relations? (Symposium)—A

**Chair:** Thomas A. Kochan, Massachusetts Institute of Technology

**Presenters:** Cathie Jo Martin, Boston University—*Engaging Business in Broader Social Goals*

Andrew Martin, Harvard University—*European Social Models during the Great Recession*

Tobias Schulze-Cleven, University of California, Berkeley—*European Union Strategies toward Labor Market Reforms*

**Discussant:** Adrienne E. Eaton, Rutgers University

**4:45 - 5:45 pm** LERA Plenary "Rules of Engagement: Promoting Prosperity Through Labor Standards Enforcement"—A

**Chair:** William M. Rodgers III, Rutgers University

**Featured Speakers:** David Weil, Wage and Hour Administrator, US Department of Labor—*Contemporary Challenges of Securing Strong Labor Standards*

Janice Fine, Rutgers University—*Functionality of U.S. Labor Markets*

**6 - 7 pm** LERA Welcome Reception

**Chair:** William M. Rodgers III, Rutgers University

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## Sunday Conference Activities • 1/4/2015

**8 - 10 am** Concurrent Sessions

**4.1 Public Employment after the Financial, Fiscal, and Political Storm (Symposium)—B**

**Chair:** David Lewin, University of California, Los Angeles

**Presenters:** Janice Fine and Patrice M. Mareschal, Rutgers University—*Overlooking and Oversight; A Lack of Oversight is Placing New Jersey Residents and Assets at Risk*

Robert Hebdon, McGill University; Joseph Slater, University of Toledo; and Marick Masters, Wayne State University—*"Public Sector Bargaining: Tumultuous Times" An Update*

Jeffrey H. Keefe, Rutgers University—*The Impact of State Labor Reforms on Public Employee Compensation*

**Discussant:** David Lewin, University of California, Los Angeles

**4.2 Worker Ownership Policies: Models for Technology, Retirement Security, and the Broader Economy (Symposium)—C**

**Chair:** Douglas Kruse, Rutgers University

**Presenters:** Trevor Young-Hyman, The University of Wisconsin - Madison—*Does Cooperation Require Co-Laboring? How Organizational Authority Moderates the Efficient Structure of Project Teams*

Loren Rodgers, Ownership Associates—*ESOPs and Retirement Security*

Christopher Mackin, Ownership Associates—*Defining Employee Ownership: Four Meanings and Two Models*

Dan Weltmann, Rutgers University—*Wages vs. Ownership: Which Is More Efficient for the Firm?*

**Discussants:** Daphne Berry, University of Hartford  
Sanjay Joseph Pinto, Columbia University

#### 4.3 Dissecting Job Search: Economic Approaches to Employers Screening Workers and Workers Screening Jobs (Symposium)—B

**Chair:** Richard McGahey, The New School for Public Engagement

**Presenters:** Lauren Schmitz, The New School for Social Research—*Do Working Conditions at Older Ages Shape the Health Gradient?*

Kevin Neuman, University of Wisconsin-Stevens Point and Jason Davis, University of Wisconsin, Stevens Point—*Miracle Drug or Daily Vitamin? The Health Effects of Retirement Over Time*

Teresa Ghilarducci and Katherine Moos, The New School for Social Research—*Socioeconomic Differences in Retirement Age, Mortality, and Retirement Time: Implications for Retirement Age Policy*

Norma B. Coe, University of Washington and Gema Zamarro, University of Southern California—*How Does Retirement Impact Health? Health Behaviors and Investments*

**Discussants:** Christian E. Weller, University of Massachusetts-Boston  
Richard McGahey, The New School for Public Engagement

### 10:15 am - 12:15 pm Concurrent Sessions

#### 5.1 Inequality and Its Effect on Economic Growth (Symposium)—C

**Chair:** Heather Boushey, Center for American Progress

**Presenters:** Christian E. Weller, University of Massachusetts-Boston—*Entrepreneurship Trends in an Age of Rising Wealth Inequality*

Jeffrey P. Thompson, Federal Reserve Board—*Debt and Inequality: Is Growing Indebtedness Laying the Foundation for Future Instability?*

Marshall Steinbaum, University of Chicago—*Job-to-Job Mobility: Implications for Growth*

**Discussants:** Georgianna Melendez, University of Massachusetts - Boston  
Damon Silvers, AFL-CIO

#### 5.2 Labor Economist at Work: Honoring the Life and Work of Casey Ichniowski (Symposium)—A

**Chair:** Thomas A. Kochan, Massachusetts Institute of Technology

**Panelists:** Richard B. Freeman, Harvard University—*Public Sector Unionization*

Kathryn Shaw, Stanford University—*Insider Economics*

Ann Bartel, Columbia University—*Sports Analytics*

**Discussants:** Harry Holzer, Georgetown Public Policy Institute  
Joel Cutcher-Gershenfeld, University of Illinois at Urbana-Champaign

### 5.3 Employment Relations in the Healthcare Setting (Symposium)—C

**Chair:** Jason Hockenberry, Emory University

**Presenters:** Arindrajit Dube, University of Massachusetts-Amherst; Ethan Kaplan, University of Maryland; and Owen Thompson, University of Wisconsin-Milwaukee—*Nurse Unions and Patient Outcomes*  
Nathan Dong, Columbia University—*Wage Dispersion and Firm Financial Performance: Evidence from Non-profit Hospitals*  
Edward J. Timmons, Saint Francis University; Jason Hockenberry, Emory University; and Christine Piette Durrance, University of North Carolina- Chapel Hill—*More Battles Among Licensed Occupations: Estimating The Effects of Scope of Practice and Direct Access on the Chiropractic, Physical Therapist, and Physician Labor Market*  
Amit Kramer and Jooyeon Son, University of Illinois at Urbana-Champaign—*Who Cares about the Health of Health Care Professionals? An 18-Years Longitudinal Study of Work Demands, Health, Job satisfaction*

## 2:30 - 4:30 pm Concurrent Sessions

### 6.1 Financial market developments and labor relations (Symposium)—B

**Chair:** Christian E. Weller, University of Massachusetts-Boston

**Presenters:** William Lazonick, University of Massachusetts-Lowell—*Structural Change in Employment Relations, the Financialization of the Corporation, and the Erosion of Middle-class Jobs*  
Eileen Appelbaum, Center for Economic and Policy Research and Rosemary Batt, Cornell University—*Investors as Managers: Private Equity and Employment Relations*  
Teresa Ghilarducci and Joelle Saad-Lessler, The New School for Social Research—*The Unintended Effects of 401(k)s on Employers and the Macroeconomy*  
Dan Weltmann and Joseph Blasi, Rutgers University—*Financial Market Developments and the New Relevance of Employee Stock Ownership*  
Jeffrey Wenger, University of Georgia and Christian E. Weller, University of Massachusetts-Boston—*Income Diversification as Self-insurance: Laying out the Policy Challenges*

### 6.2 The Walton and McKersie Behavioral Theory of Labor Negotiations at Fifty: Looking Back and Looking Ahead (Symposium)—C

**Co-Chairs:** Joel Cutcher-Gershenfeld, University of Illinois, Urbana-Champaign and Thomas A. Kochan, Massachusetts Institute of Technology

**Panelists:** Thomas A. Kochan, Massachusetts Institute of Technology—*Industrial Relations Perspective*  
Max Bazerman, Harvard Business School—*Organizational Psychology Perspective*  
Deborah Kolb, Simmons College—*Negotiation, Gender, and HRM Perspective*  
David B. Lipsky, Cornell University—*Dispute Resolution and Industrial Relations Perspective*  
Mary Rowe, Massachusetts Institute of Technology—*Dispute Resolution, Economics, and Practitioner Perspective*  
Jim Sebenius, Harvard Business School—*Business and Negotiations Perspective*

**Discussants:** Richard Walton, Harvard Business School

Robert B. McKersie, Massachusetts Institute of Technology

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## Monday Conference Activities • 1/5/2015

### 8 - 10 am Concurrent Sessions

#### 7.1 LERA Papers VII: Employment Relations and Organizational Performance (Symposium)—C

**Chair:** Phanindra V. Wunnava, Middlebury College

**Presenters:** Avner Ben-Ner, John-Gabriel Licht and Jin Park, University of Minnesota—*Empirical Evidence on Diversity and Performance in Teams: The Roles of Task Focus, Status and Tenure*

Jordan Wade Cowman, The University of Texas at Dallas and Jerald Zellhoefer, AFL-CIO—*Connecting the Dots: Positive Labor Relations as a Key Component of Port Competitiveness*

Gabriel Dwomoh, Kumasi Polytechnic and Kofi Kwarteng, Takoradi Polytechnic—*Assessing Union Activities and Its Influence on Performance of Unionized Firms in Ghana*

Jody Hoffer Gittell and Caroline Logan, Brandeis University—*Relational Coordination: Reviewing the Theory and Evidence*

**Discussants:** Phanindra V. Wunnava, Middlebury College

Christine Bishop, Brandeis University

#### 7.2 LERA Papers V: Industry and Occupation Studies of Employment Relations (Symposium)—C

**Chair:** David Lewin, University of California-Los Angeles

**Presenters:** Tingting Zhang and Xiaoyu Huang, University of Toronto—*Wage Effects of Unionization and Occupational Licensing Coverage in Canada: Longitudinal Evidence from the SLID*

Pier-Luc Bilodeau, Universite Laval—*Building Stability and Productivity: Labour Relations in Quebec's Construction Industry (1968-2013)*

Mayo Sakai, The University of Tokyo—*How to Screen Miners' Skills: Recruiting in the Coal Mining in Early Twentieth Century Japan*

William M. Boal, Drake University—*Unionism and Productivity in West Virginia Coal Mining: A Second Look*

Stephen V. Burks, University of Minnesota, Morris and Kristen Monaco, US Bureau of Labor Statistics—*Occupational Migration Among U.S. Truck Drivers*

**Discussants:** Howard Wial, The Brookings Institution

Peter Orazem, Iowa State University

#### 7.3 LERA Papers IV: Stakeholder and Shareholder Voice: Outcomes for Competitiveness, Development, and Social Responsibility (Symposium)—C

**Chair:** Betty Barrett, Massachusetts Institute of Technology

**Presenters:** Muhammad Umar Boodoo, University of Toronto—*The Influence of Employee Unions on Corporate*

*Social Performance*

Heike Nolte, University of Applied Science Emden and Peter Dorman, The Evergreen State College—*Work Organization and Problem Solving in Stakeholder and Shareholder Environments*

Paula Wilson, University of Puget Sound and Heike Nolte, University of Applied Science Emden—*Benefit Corporations: Can Stakeholder Orientation provide a Business Alternative in a Shareholder Economy?*

Aruna Ranganathan, MIT—*Export-Oriented Industrialization and Technological Frames of Government Officials, Capitalists and Workers: Evidence from India*

**Discussants:** Betty Barrett, Massachusetts Institute of Technology

Alan Benson, University of Minnesota

Jessica Gordon Nembhard, City University of New York

Mingwei Liu, Rutgers University

**10:15 am - 12:15 pm Concurrent Sessions**

**8.1 Equity, Access, and Outcomes: New Strategies for Employee/Employer Relations (Symposium)—C**

**Chair:** Janet Boguslaw, Brandeis University

**Presenters:** Janet Boguslaw, Hannah Thomas and Sara Chaganti, Brandeis University—*Beyond Wages: Structuring Inclusion in Wealth Building Employment Opportunities*

Laurie Nsiah Jefferson and Melanie Doupe Gaiser, Brandeis University—*Elements of a Culturally Effective Health Care Organization*

Daisy Santos, NW Natural—*Employment Networks and Access to Good Jobs: Employment Policy for Social Relations*

**Discussants:** Trinidad Tellez, New Hampshire Office of Minority Health and Refugee Affairs

Kris McCracken, Manchester Community Health Center

**8.2 LERA Papers VIII: Micro and Macro Effects of Employer-Provided Job Benefits (Symposium)—C**

**Chair:** James Bang, St. Ambrose University

**Presenters:** Aaron Pacitti, Siena College—*Rethinking Employment Relations: The Social Bargain, Pensions, and Price Stability*

Benjamin W. Chute and Phanindra V. Wunnava, Middlebury College—*Is There a Link Between Employer-Provided Health Insurance and Job-Mobility? Evidence from Recent Micro Data*

Gregory A. Abel, Dana-Farber Cancer Institute and Harvard Medical School; Randy Albelda and Diana Salas Coronado, University of Massachusetts-Boston—*Exploring the Relationship of Employment Benefits to the Financial Burden and Health Outcomes of Certain Blood Cancer Patients*

**Discussants:** James Bang, St. Ambrose University

Françoise Carré, University of Massachusetts-Boston

Cruz Bueno, Siena College



### 8.3 LERA/IAFFE Papers II: The Work-Family Interface (Symposium)—C

**Chair:** Heidi Hartmann, Institute for Women's Policy Research

**Presenters:** Ali Fakih, Lebanese American University—*Availability of Family-Friendly Work Practices and Implicit Wage Costs: New Evidence from Canada*

Manuel Buitrago, American University—*The Effects of Cultural Beliefs on Fertility and Work Decisions of Hispanic Women*

Michael Carr and Emily Wiemers, University of Massachusetts-Boston—*The Effect of Paid Family Leave on Employment and Earnings Volatility: Evidence from California*

Colleen F. Manchester, University of Minnesota; Lisa Leslie, New York University; and Patricia Caulfield Dahm, University of Minnesota—*Bringing Home the Bacon: Unpacking the Relationship between Breadwinner Status and Salary*

**Discussants:** Alan Benson, University of Minnesota

Tony Fang, University of Manitoba

Heidi Hartmann, Institute for Women's Policy Research

#### 2:30 - 4:30 pm Concurrent Sessions

### 9.1 LERA Papers III: Labor & the Macro and Regional Economies (Symposium)—C

**Chair:** Mark Price, Keystone Research Center

**Presenters:** Kerem Cantekin, University of Utah—*Labor Market is Locked in Prison? The Effect of the Prisons on Labor Market*

Brandyn Holgate, University of Massachusetts-Boston—*Economic Development in the Massachusetts Life Sciences Cluster: Shared Prosperity or a Big Tradeoff?*

Yuanyuan Sun, University of Illinois at Urbana-Champaign—*CEO Compensation and Mortgage Origination in the Banking Industry*

Bert Mustafa Azizoglu, The New School University—*Labor Relations in a Financialized Economy: Investigating the Effects of Corporate and Household Finance*

Cihan Bilginsoy and Zhao Jin, University of Utah—*Apprenticeship Training in the U.S. during the Great Recession*

**Discussants:** Mark Price, Keystone Research Center

Susan Christopherson, Cornell University

### 9.2 LERA Papers VI: Job Quality and Job Satisfaction (Symposium)—C

**Chair:** Françoise Carré, University of Massachusetts-Boston

**Presenters:** Patrice Laroche, ESCP Europe Business School (Paris)—*Union Membership and Job Satisfaction: First Evidence from French Linked Employer-Employee Data*

Sari Pekkala Kerr, Wellesley College; Terhi Maczulskij, University of Jyväskylä; and Mika Maliranta, ETLA—*Within and Between Firm Trends in Job Polarization: Role of Globalization and Technology*

Eyob Fissuh, Human Resources and Skills Development Canada—*The Union Wage Premium in Canada from 1997 to 2013: Is there Variation across the Wage Distribution?*

Elizabeth Nisbet, City University of New York—*The Effect of Market-Based Policy Change on Job Quality: Direct Care Work in a Context of Managed Care*

David Howell, The New School—*Extreme Inequality, Economic Growth and Decent Jobs: Post-1979 American Employment Performance in International Perspective*

**Discussants:** Paul Osterman, Massachusetts Institute of Technology  
Brandyn Holgate, University of Massachusetts-Boston

### 9.3 LERA Papers I: Discrimination and Segregation: Measurement, Detection, and Litigation (Symposium)—C

**Chair:** Paula Voos, Rutgers University

**Presenters:** Mason Ameri and Lisa Schur, Rutgers University; Meera Adya, Syracuse University; Scott Bentley and Douglas Kruse, Rutgers University—*Disability Discrimination: A Field Experiment*

Sami Bibi, Independent Labor Researcher—*Gender Segregation at Work in Canada*

Helen LaVan, DePaul University—*How Viable is Resolving Hispanic Employment Discrimination Through Litigation?*

**Discussants:** Paula Voos, Rutgers University  
Valerie Wilson, Economic Policy Institute  
William M. Rodgers III, Rutgers University