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 Univesity (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 Kluve, Humbolt 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

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
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
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
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
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
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 Jyvaskyla; 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