

DUANYI YANG

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ACADEMIC POSITION

Cornell University, School of Industrial and Labor Relations, Ithaca, NY

Assistant Professor of Global Labor and Work, 2020-present
(Tenure clock stops for COVID 2020 and birth of child 2023)

EDUCATION

Massachusetts Institute of Technology, Cambridge, MA

Ph.D, Management, 2020

University of Minnesota, Minneapolis, MN

M.P.P, Public Policy, 2014

University of Minnesota, Minneapolis, MN

B.S., Economics, graduated with honors and distinction, 2012
Minors: Mathematics; English Language and Literature

PEER-REVIEWED ARTICLES

* The authors contributed equally and thus are listed in alphabetical order by the last name

Diaz-Linhart, Yaminette*, Arrow Minster*, Dongwoo Park*, Duanyi Yang*, and Thomas Kochan. "Does Voice Gap Influence Workers' Job Attitudes and Well-being? Measuring Voice as a Dimension of Job Quality." Forthcoming. *British Journal of Industrial Relations*

Distelhorst, Greg*, Judith Stroehle*, and Duanyi Yang*. "Self-Regulation for Reputation-Sensitive Buyers: SA8000 in China." Forthcoming. *Management Science*

Yang, Duanyi, Erin L. Kelly, Laura Kubzansky, and Lisa Berkman. 2023 "Working from Home and Worker Wellbeing: New Evidence from Germany." *ILR Review* 76, no.3:504-531.

- Media coverage: [Cornell Chronicle](#); [Forbes](#); [The Boston Globe](#)

Yang, Duanyi. 2020. "Why don't They Complain? The Social Determinants of Chinese Migrant Workers' Grievance Behaviors." *ILR Review* 73, no.2: 366-392.

Kochan, Thomas A., Christine A. Riordan, Alexander M. Kowalski, Mahreen Khan, and Duanyi Yang. 2019. "The Changing Nature of Employee and Labor-Management Relationships." *Annual Review of Organizational Psychology and Organizational Behavior* 6: 195-219.

Kochan, Thomas A., Duanyi Yang, William T. Kimball, and Erin L. Kelly. 2019. "Worker Voice in America: Is There a Gap between What Workers Expect and What They Experience?" *ILR Review* 72, no.1: 3-38.

- Media coverage: [The Conversation](#) [1] [2]; [The Washington Post](#); [The New York Times](#); [Vox](#)

[1] [2]

Amengual, Matthew, Salo Coslovsky, and Duanyi Yang. 2017. "Who Opposes Labor Regulation? Explaining Variation in Employers' Opinions." *Regulation & Governance* 11, no. 4: 404-421.

WORKING PAPERS/BOOK CHAPTERS

Yang, Duanyi* and Tingting Zhang*. "Voice Without Representation: Worker Voice in China's Networked Public Sphere." Revising manuscript. R & R. *ILR Review*.

Yang, Duanyi. "Do Flexible Working Time Arrangements Reduce Worker Turnover? Evidence from Linked Employer-Employee Data from Germany." R & R. *ILR Review*

Conzon, Vanessa*, Duanyi Yang*, Dongwoo Park (graduate student), and Erin L. Kelly. "The Career Consequences of Flexible Work Policies: Considering Gender and Rank in Signaling Work-Family Policy Theory." Targeting *Organization Science Special Issue on Remote/Hybrid Work*

Wen Fan and Duanyi Yang. Flexible Working Arrangement during the COVID-19 Pandemic. *A Research Agenda for Flexible Working Arrangement*. Edited by Clare Kelliher and Lilian DeMenezes.

WORK IN PROGRESS

Organizational Intervention to Alleviate Burnout and Promote Wellbeing

With Brittany Bond and Sunita Sah

ACADEMIC PRESENTATIONS

"Measuring Voice as a Dimension of Job Quality and Its Effects on Workers' Job Attitudes and Well-being"

International Labor and Employment Relations Association Meeting. New York, NY. 2024

Labor and Employment Relations Association (LERA) Annual Meeting. Detroit, MI. 2023

Academy of Management Annual Meeting. Boston. MA 2023

ILO 8th Regulating for Decent Work Conference. Geneva. Switzerland. 2023

"Voice Without Representation: Worker Voice in China's Networked Public Sphere."

CRIMT Partnership Conference. Montreal, Canada. 2024

Academy of Management Annual Meeting. Boston. MA 2023

Shanghai Jiao Tong University. Antai College of Economics and Management. Zoom. 2023.

University of Illinois, School of Labor and Employment Relations, Urbana-Champaign, IL. 2022

Cornell China Labor/Social Issues Reading Group. Ithaca, NY. 2022

Labor and Employment Relations Association (LERA) Annual Meeting. Zoom. 2022

"The Career Consequences of Flexible Work Policies: Considering Gender and Rank in Signaling Work-Family Policy Theory"

Academy of Management Annual Meeting. Boston. MA 2023

Work-Family Researchers Network (WFRN) Conference. New York, NY. 2022

LERA/ASSA Winter Conference. Zoom. 2022

American Sociological Association Annual Meeting. Zoom. 2021

People and Organizations Conference. The Wharton School. Zoom. 2021.

“Working from Home and Worker Wellbeing: New Evidence from Germany.”

Max Planck Institute for Demographic Research. Rostock, Germany. 2022.
Work-Family Researchers Network (WFRN) Virtual Conference. Zoom 2021
Cornell Organization & Management Theory/Strategy Brown Bag Seminar. Zoom 2020
LERA Annual Meeting. Zoom. 2020
MIT Sloan Institute for Work and Employment Seminar. Zoom. 2020

“Do Flexible Working Time Arrangements Reduce Worker Turnover? Evidence from Linked Employer-Employee Data from Germany.”

Cornell University, ILR School LR/ICL workshop. Zoom 2021
Work-Family Researchers Network (WFRN) Virtual Conference. 2020.
American Sociological Association Annual Meeting. Zoom. 2020
Penn State University, School of Labor and Employment Relations. State College, PA. 2019
Michigan State University, School of HR & LR. East Lansing, MI. 2019
LERA Annual Meeting. Cleveland, MA. 2019
WZB Berlin Social Science Center. Berlin, Germany. 2019
MIT Sloan Institute for Work and Employment Seminar. Cambridge, MA. 2019

“Self-Regulation for Reputation-Sensitive Buyers: SA8000 in China.”

School of Labor and Human Resources, Renmin University. Zoom. 2022
International Studies Association Annual Convention. Las Vegas, NV. 2021
MIT Sloan Institute for Work and Employment Seminar. Cambridge, MA. 2020
International Political Economy Society (IPES) Conference, Cambridge, MA. 2018
LERA Annual Meeting. Baltimore, MD. 2018
Copenhagen Business School. Copenhagen, Denmark. 2018
ESADE Business School Seminar. Barcelona, Spain. 2018

“Worker Voice in America: Is There a Gap between What Workers Expect and What They Experience?”

American Sociological Association Annual Meeting. Philadelphia, PA. 2018.
International Industrial Relations Association World Congress. Seoul, South Korea. 2018
LERA Annual Meeting. Baltimore, MD. 2018.
Michigan State University. School of HR & LR. East Lansing, MI 2018
MIT Sloan Institute for Work and Employment Seminar. Cambridge, MA. 2017.

“Why Don't They Complain? The Social Determinants of Chinese Migrant Workers' Grievance Behavior”

Cornell University, ILR School. 2019
LERA Annual Meeting. Baltimore, MD. 2018
Conflict and Its Resolution in the Changing World of Work: A Conference Honoring David B. Lipsky.
Cornell University, Ithaca, NY. 2017
LERA Annual Meeting. Anaheim, CA. 2017
MIT Sloan Institute for Work and Employment Seminar, Cambridge, MA. 2016
School of Labor and Human Resources, Renmin University. Beijing, China. 2016

“Who Opposes Labor Regulation? Explaining Variation in Employers' Opinions.”

Labor and Employment Relations Association Annual Meeting. Anaheim, CA. 2017
SASE Annual Meeting. Berkeley, CA. 2016

“Does Rural Residence Explain the Han-Minority Income Disparities?”

APPAM 39th Annual Fall Research Conference. Chicago, IL. 2017

“One Relationship to Rule them all: What an Employment Relations Perspective Means for Relationships at Work.”

MIT Sloan Institute for Work and Employment Seminar. Cambridge, MA. 2016.

TEACHING

ILRGL 2050 Labor Relations

Cornell University, Spring 2021-Present

ILRGL 2080 Writing Seminar: Employee Voice at Work.

Cornell University, Spring 2023

ILRLR/IC 9800 Workshop in Labor Relations / International and Comparative Labor

Cornell University, Fall 2022-Spring 2023

Kaufman Teaching Certificate Program

MIT Teaching + Learning Lab, Spring 2019

15.310 People, Teams and Organizations

Section Instructor. MIT Sloan Undergraduate/Graduate, Fall 2018

15.662x Shaping Work for the Future

Teaching Assistant for Prof. Thomas A. Kochan, Spring 2018

MITx Online Open Course

Guest Lectures

ILRLR 3820 The Gendered Workplace. “Can Flexible Working Reduce the Gender Wage Gap?”. 2024

ILR MS Labor Program Research Method Workshop. 2024

PROFESSIONAL SERVICE

Reviewing: Journals

American Sociological Review; Industrial and Labor Relations Review; British Journal of Industrial Relations; Work and Occupations; Organization Science; Academy of Management Discoveries; Social Currents; Asia Pacific Journal of Human Resources

Professional Affiliations

Labor and Employment Relation Association (LERA)

International Labour and Employment Relations Association (ILERA)

Academy of Management (AOM)

American Sociological Association (ASA)

Work and Family Researchers Network (WFRN)

Cornell Academic Affiliations

Scheinman Institute on Conflict Resolution

ILR Workplace Inclusion and Diversity Education (WIDE)

Mario Einaudi Center for International Studies: East Asia Program (EAP)

Cornell Center for Social Science (CCSS)

Cornell Population Center (CPC)

Conference Chaired Sessions, Discussant, and Reviewer

LERA/ILERA session organizer. “Beyond Paychecks: Enabling and Enhancing Worker Voice for Quality Jobs”. 2024

LERA/ILERA session discussant. “China’s Evolving Labor Landscape: Exploring Worker Rights, Pay Equity, Gig Work, and Employment Relations in Diverse Contexts”. 2024

LERA competitive papers reviewer, 2021-2024

LERA session organizer. “Worker Power in Platform Ecosystems”. 2022.

LERA session chair. “Unions, Labor Relations, and Conflict Resolution”. 2022.

LERA session discussant. “Emerging Critical Perspectives on Worker Voice”. 2022.

LERA session chair. “LERA Best Papers IV: Gender.” 2021.

ASA annual meeting round table presider. “Work Schedules, Careers, and Organizations”. 2020

LERA session chair. “IR Dimensions of High-Performance Work Systems” 2019

LERA annual PhD student consortium co-chair. 2018

Cornell Service

East Asia Program National Taiwan University Internship Interview Committee. 2024-2025

The David and Alexandra Lipsky Professorship in Dispute Resolution Search Committee 2024

ILR Graduate Program Committee. Fall 2022-Present

ILR PhD Program Admission. Ad-Hoc Reviewer. Spring 2023.

ILRLR/ICL PhD Program Summer Committee. 2022

Cornell Center for Social Science Grant Proposal Faculty Reviewer. 2022

China Labor/Social Issues Reading Group. 2021-Present

Cornell China Center Grant Proposal Faculty Reviewer. 2021

External Service

Families & Workers Fund Job Quality Measurement Initiative Advisor. 2022-Present

LERA program committee. 2018-2020

ACADEMIC ADVISING

ILR PhD Advisor

Chuling Huang (PhD Committee member and research advisor. 2020-present)

Dongwoo Park (Research advisor. 2020-2024)

Ayaj Rana (Research advisor. 2024-present)

ILR Undergraduate Student Advisor

Lisa Vigilante (Credit Internship; EEOC; 2021)

Vian De La Torre (Credit Internship; Teamsters; 2022)

Owen Finn (Credit Internship; US Department of Labor; 2022)

Aaron Snyder (Credit Internship IBM; 2022)

Di Tian (Independent Study; 2024)

Sophie Hall (Honor Thesis; 2024)

Undergraduate/MS RA Supervisor

Xinhe Li (MILR; 2022)

Qianyi Liu (Cornell economics undergraduate; 2022)

Glenna Li (ILR undergraduate; 2022-2023)

Anh Lam (ILR undergraduate, Worker Institute Research Fellow; 2023)

Anne Cecile Preziosa (MILR; 2022-2023)

Sneha Mishra (MILR; 2022-2023)

Virginia Jean Milleson (MILR; 2022-2024)
Ayele d'Almeida (MILR; 2024-present)
Michelle Kurianowicz (ILR Undergraduate Research Fellow; 2024-present)
Elizabeth Esterow (ILR Undergraduate Research Fellow; 2024-present)

SELECTED HONORS AND AWARDS

Cornell China Center- Einaudi Center Research Grant (\$12,000)
President's Council of Cornell Women Affinito-Stewart Grant (\$10,540)
Families and Workers Fund Research Grant (\$25,000)
Cornell Center for Social Sciences Collaborative Fellowship (\$37,800)
Cornell ILR Workplace Inclusion and Diversity Education Research Grant (\$5,000)
Cornell ILR Center for Applied Research on Work Research Grant (\$5,000)
MIT Sloan Doctoral Fellowship
Humphrey School Full Tuition Scholarship
Stassen International Grant, Humphrey School of Public Affair