

Samuel Bacharach

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Education

Ph D, University of Wisconsin, 1974.
Major: Sociology
Supporting Areas of Emphasis:

M. Sc., University of Wisconsin, 1973.
Major: Sociology
Supporting Areas of Emphasis:

MS, UNIV OF WISCONSIN-MADISON, 1971.
Major: SOCIOLOGY
Supporting Areas of Emphasis:

BA, New York University, 1968.
Major: Economics
Supporting Areas of Emphasis:

Academic and Professional Positions

Professor, ILR School, Cornell University, Ithaca, NY, USA. (1983 - Present)

McKelvey-Grant Professor, ILR School, Cornell University, Ithaca, NY, USA. (1998 - 2019)

Permanent Visiting Professor, School of Industrial Engineering and Management, Israel Institute of Technology, Israel. (1999 - 2010)

Visiting Scholar, Sackler Institute for Advanced Studies, Tel Aviv University, Israel. (1992)

Associate Professor, ILR School, Cornell University, Ithaca, NY, USA. (1978 - 1983)

Assistant Professor, ILR School, Cornell University, Ithaca, NY, USA. (1974 - 1978)

INTELLECTUAL CONTRIBUTIONS

Published Intellectual Contributions

Book Chapter

Bacharach, S., Mundell, B. (1999). Logics of transaction in the market for corporate control: From social to financial accountability. *Research in the Sociology of Organizations*.

- Bacharach, S., Lawler, E. (1998). Organizational politics, dependence and coalition formation. *Power and Influence in Organizations*. Sage.
- Lawler, E., Bacharach, S. (1998). In Roderick Kramer, Margaret Neale (Ed.), *Political alignments in organizations: contextualization, mobilization and coordination*. Thousand Oaks CA, United States: Sage Publications.
- Bacharach, S., Masters, W. F., Mundell, B. L. (1995). Institutional theory and the politics of institutionalization. In R Ogawa (Ed.), *Advances in the Theory and Practice of Educational Policy*. Greenwich, CT, United States: JAI Press.
- Bacharach, S., Lipsky, D., Shedd, J. (1993). Collective bargaining amidst education reform. In R Thornton & A O'Brien (Ed.), *The Economic Consequences of American Education*. Greenwich, CT, United States: JAI Press.
- Bacharach, S., Bamberger, P. A. (1992). Describing organizations by their members: Alternative approaches to the examination of demography in organizations. In P Tolbert (guest ed.) (Ed.), *Research in the Sociology of Organizations: Special Issue on Organizational Demography* (vol. X, pp. 85-111). Greenwich, CT, United States: JAI Press.
- Bacharach, S., Bamberger, P. A., Conley, S. C. (1991). Negotiating the see-saw of managerial strategy: A resurrection of the study of professionals in organizational theory. In S Barley & P Tolbert (guest eds.) (Ed.), *Research in the Sociology of Organizations: Special Issue on Professionals in Organizations* (vol. 8). Greenwich, CT, United States: JAI Press.
- Bacharach, S., Shedd, J. B. (1989). Power and empowerment: The constraining myths in emerging structures of teacher unionism in an age of reform. *The Politics of Reforming School Administration* (pp. 139-160). New York, NY, United States: Falmer.
- Bacharach, S. (1988). Notes on a political theory of educational organizations. In A Westoby (Ed.), *Culture and Power in Educational Organizations* (pp. 277-288). London, United Kingdom: Milton Keynes: Open University Press.
- Bacharach, S., Schmidle, T. P., Bauer, S. C. (1987). Collective bargaining in higher education. In DB Lipsky & CB Donn (Ed.), *Collective Bargaining in American Industry: Contemporary Perspectives and Future Directions* (pp. 223-264). Lexington, MA, United States: DC Heath.
- Bacharach, S., Mitchell, S. M. (1986). The general practical theory: Schools as political organizations. In JW Lorsch (Ed.), *Handbook of Organizational Behavior* (pp. 405-418). Englewood Cliffs, NJ, United States: Prentice-Hall.
- Bacharach, S., Aiken, M. (1985). Environmental influence on authority and consensus in organizations. In SB Bacharach & SM Mitchell (Ed.), *Research in the Sociology of Organizations* (vol. IV, pp. 351-377). Greenwich, CT, United States: JAI Press.
- Lawler, E., Bacharach, S. (1985). Power dependence in collective bargaining. In DB Lipsky & D Lewin (Ed.), *Advances in Industrial and Labor Relations* (vol. 3, pp. 191-212). Greenwich, CT, United States: JAI Press.
- Bacharach, S., Mitchell, S. M., Malinowski, R. (1985). Strategic choice and collective action: Organizational determinants of teacher militancy. In D Lipsky (Ed.), *Advances in Industrial and Labor Relations* (vol. 2, pp. 143-196). Greenwich, CT, United States: JAI Press.
- Bacharach, S., Lawler, E. (1983). Bargaining within organizations. In MH Bazerman & RL Lewicki (Ed.), *Negotiations in Organizations* (pp. 360-374). Beverly Hills, CA, United States: Sage Publications.

- Bacharach, S. (1983). Organizations and expectations: Organizational determinants of union membership demands. In DB Lipsky & JM Douglas (Ed.), *Advances in Industrial Relations* (vol. 1, pp. 163-186). Greenwich, CT, United States: JAI Press.
- Bacharach, S., Lawler, E. (1983). Political action and alignments in organizations. In SB Bacharach (Ed.), *Sociology of Organizations* (vol. II, pp. 83-107). Greenwich, CT, United States: JAI Press.
- Bacharach, S., Lawler, E. (1982). Power and tactics in bargaining. In J Baderschneider, R Block & J Fossum (Ed.), *The Collective Bargaining Process*. Dallas, TX, United States: Business Publishers, Inc..
- Bacharach, S., Mitchell, S. M. (1981). Interest groups in school districts: The case of local teachers' unions. In SB Bacharach (Ed.), *Organizational Behavior in Schools and School Districts* (pp. 495-526). New York, NY, United States: Praeger.
- Bacharach, S. (1981). Organizational and political dimensions for research on school district governance and administration. In SB Bacharach (Ed.), *Organizational Behavior in Schools and School Districts* (pp. 3-43). New York, NY, United States: Praeger.
- Bacharach, S., Reader, J., Rolleston, G. (1980). Autonomy and dependence: The maze of local government review. In D Ashford (Ed.), *National Resources and Urban Policy*. New York, NY, United States: Methuen, Inc..
- Bacharach, S., Aiken, M. (1980). Communications in administrative bureaucracies. In D Katz, R Kahn & JS Adams (Ed.), *The Study of Organizations*. San Francisco: CA, United States: Jossey-Bass.
- Aiken, M., Bacharach, S. (1979). Culture and organizational structure and processes: A comparative study of local government administrative bureaucracies in the Walloon and Flemish regions of Belgium. In CJ Lammers & DJ Hickson (Ed.), *Organizations Alike and Not Alike* (pp. 215-250). London, United Kingdom: Routledge and Kegan Publishers.
- Aiken, M., Bacharach, S. (1978). The urban system, politics, and bureaucratic structure: A comparative analysis of 44 local governments in Belgium. In L Karpik (Ed.), *Organization and Environment: Theory, Issues and Reality* (pp. 199-251). Beverly Hills, CA, United States: Sage Publications.
- Michener, H. A., Lawler, E., Bacharach, S. (1976). Perception of power in conflict situations. In AM Cresswell & MJ Murphy (Ed.), *Education and Collective Bargaining: Readings in Policy and Research*. Berkeley, CA, United States: McCuchan Publishing Corporation.

Book, Scholarly

- Bamberger, P., Bacharach, S. (2014). *Retirement and the Hidden Epidemic: The Complex Link between Aging, Work Disengagement, and Substance Misuse--and What To Do About It*. New York, NY, United States: Oxford University Press.
- Bacharach, S., Bamberger, P. A., Sonnenstuhl, W. (2001). *Mutual Aid in Union Renewal: Cycles of Logics of Action* (pp. 200). Ithaca, NY, United States: Cornell University Press.
- Bacharach, S., Bamberger, P. A., Sonnenstuhl, W. (1994). *Member Assistance Programs: Labor's Role in the Prevention and Treatment of Substance Abuse*. Ithaca, NY, United States: Cornell University Press.

Bacharach, S., Tolbert, P. (1992). *Research in the Sociology of Organizations: Organizational Demography and Current Research Issues*. Greenwich CT, United States: JAI Press.

Bacharach, S., Shedd, J. (1991). *Tangled: Hierarchies: Teachers as Professionals and the Management of Schools*. San Francisco, CA, United States: Jossey-Bass.

Bacharach, S., Lawler, E. (1981). *Bargaining Power, Tactics and Outcomes* (pp. 215). San Francisco, CA, United States: Jossey-Bass.

Bacharach, S., Lawler, E. (1980). *Power and Politics in Organizations* (pp. 249). San Francisco, CA, United States: Jossey-Bass.

Book, Trade

Bacharach, S. (2018). Transforming the the Clunky Organization. *Pragmatic Leadership Skills for Breaking Inertia*. Ithaca, NY:.

Bacharach, S. (2016). The Agenda Mover. *When Your Good Idea Is Not Enough* (pp. 168). Ithaca, NY, United States: Cornell University Press.

Bacharach, S. (2006). *Keep Them On Your Side: Leading and Managing for Momentum*. Avon, MA, United States: Adams Media/Platinum Press.

Bacharach, S. (2005). *Get Them on Your Side: Win Support, Convert Skeptics, Get Results* (pp. 233). Avon, MA, United States: Adams Media/Platinum Press.

Journal Articles

Nahum-Shani, I., Yap, J., Bamberger, P., Wang, M., Larimer, M., Bacharach, S. (2024). How and when do work stressors and peer norms impact career entrants' alcohol-related behavior and its consequences?. *Human Relations*, online (online), online.

Bamberger, P., Wang, M., Bacharach, S., Nahum-Shani, I., Larimer, M. (2024). Organizational On-boarding Strategies and Shifts in Drinking Behavior and Consequences among At-risk College Recruits. *International Journal of Human Resources Management*, 35 (19), 3207–3241.

Belete, H., Belete, T., Bamberger, P., Bacharach, S., Briggs, K. (2023). Alcohol Use Disorder Among Textile Workers: Evidence from Ethiopia. *Journal of Drug Issues*, 54 (4).

Montal-Rosenberg, R., Bamberger, P. A., Wang, M., Nahum-Shani, I., Larimer, M., Bacharach, S. (2023). Supervisor Undermining, Social Isolation and Subordinates' Problematic Drinking: The Role of Depression and Perceived Drinking Norms. *Journal of Drug Issues*, 53 (1).

Liu, S., Bamberger, P., Wang, M., Nahum-Shani, I., Larimer, M., Bacharach, S. (2022). Behavior Change Versus Stability During the College-to-Work Transition: Life Course and the "Stickiness" of Alcohol Misuse at Career Entry. *Personnel Psychology*.

Bamberger, P., Liu, S., Wang, M., Bacharach, S., Shi, J. (2019). When Onboarding Becomes Risky: Extending Social Learning Theory to Explain Newcomers' Adoption of Heavy Drinking With Clients. *Human Relations*.

Bamberger, P., Koopmann, J., Nahum-Shani, I., Wang, M., Larimer, M., Geisner, I., Bacharach, S. (2018). Does College Alcohol Consumption Impact Employment upon Graduation? Findings from a Prospective Study. *Journal of Applied Psychology*, 103 (1), 111-121.

- Geisner, I., Bamberger, P., Koopmann, J., Wang, M., Larimer, M. E., Nahum-Shani, I., Bacharach, S. (2018). When the Party Continues: Impulsivity and the Effect of Employment of Young Adults' Post-college Alcohol Use. *Addictive Behaviors*, 77, 114-120.
- Segel-Karpas, D., Bamberger, P., Bacharach, S. (2015). The Prevalence and Distribution of Aging-Friendly Human Resource Practices.. *International Journal of Aging*, 81 ((1-2)), 120-148.
- Liu, S., Wang, M., Bamberger, P., Shi, J., Bacharach, S. (2015). The Dark Side of Socialization: A Longitudinal Investigation of Newcomer Alcohol Use. *Academy of Management Journal*, 58 (2), 334-355.
- Bamberger, P. A., Bacharach, S. (2014). Predicting Retirement Upon Eligibility: An Embeddedness Perspective. *Human Resource Management Journal (US)*, 53 (1), 1-22.
- Dikla, S., Peter, B., Bacharach, S. (2013). Income decline and retirement wellbeing: The moderating role of attachment. *Psychology and Aging*, 28 (4), 1098-1107.
- Gitter, E., Bamberger, P. A., Bacharach, S. (2012). Workforce Disengagement Stressors and Retiree Alcohol Misuse: The Mediating Effects of Sleep Problems and the Moderating Effects of Gender. *Human Relations*, 65 (6), 705-728.
- Belogolovsky, E., Bamberger, P. A., Bacharach, S. (2012). Workforce disengagement stressors and retiree alcohol misuse: The mediating effects of sleep problems and the moderating effects of gender. *Human Relations*, 65, 705-728.
- Vashdi, D., Bamberger, P. A., Bacharach, S. (2012). The effects of job control and situational severity on the timing of help-seeking. *Journal of Occupational Health Psychology*, 17 (2), 206-219.
- Nahun-Shani, I., Bamberger, P. A., Bacharach, S. (2011). Social support and wellbeing among blue-collar workers: The conditioning effects of perceived patterns of supportive exchange. *Journal of Health and Social Behavior*.
- Bacharach, S., Bamberger, P. A., Biron, M. (2010). Alcohol consumption and workplace absenteeism: The moderating effect of social support. *Journal of Applied Psychology*, 95 (2), 334-348.
- Bacharach, S., Bamberger, P. A., Sonnenstuhl, W., Vashdi, D. R. (2008). Retirement and drug abuse: The conditioning role of age and retirement trajectory. *Addictive Behaviors*, 33, 1610-1614.
- Bacharach, S., Bamberger, P., Vashdi, D., Sonnenstuhl, W. (2008). Aging and drinking problems among mature adults: The moderating effects of positive alcohol expectancies and workforce disengagement. *Journal of Studies on Alcohol and Drugs*, 69 (1), 151-159.
- Bacharach, S., Bamberger, P., Doveh, E. (2008). Firefighters, critical incidents, and drinking to cope: and drinking behavior: The adequacy of unit-level performance resources as a source of vulnerability and protection. *Journal of Applied Psychology*, 93 (1), 155-169.
- Bacharach, S., Bamberger, P. A., Biron, M., Horowitz-Rozen, M. (2008). Perceived agency in retirement on retiree drinking behavior: The moderating effects of pre-retirement job satisfaction. *Journal of Vocational Behavior*, 73 (3), 376-386.

- Bacharach, S., Bamberger, P. A., Vashdi, D. R., Sonnenstuhl, W. (2008). Aging and drinking problems among mature adults: The moderating effects of positive alcohol expectancies and workforce disengagement. *Journal of Studies on Alcohol and Drugs*, 69 (1), 151-159.
- Bacharach, S., Bamberger, P. A. (2007). 9-11 and NYC firefighters' post-hoc union support and control climates: A context theory of the consequences of involvement in traumatic work-related events. *Academy of Management Journal*, 50 (4), 849-866.
- Bacharach, S., Bamberger, P. A., McKinney, V. M. (2007). Harassing under the influence: Male drinking norms and behaviors and the gender harassment of female co-workers. *Journal of Occupational Health Psychology*, 12, 232-250.
- Bacharach, S., Bamberger, P. A., Cohen, A., Doveh, E. (2007). Retirement, social support and drinking behavior: A cohort analysis of males with a baseline history of problem drinking. *Journal of Drug Issues*, 37 (3), 525-548.
- Bamberger, P. A., Bacharach, S. (2006). Abusive supervision and subordinate problem drinking: Resistance, distress and the moderating effect of personality. *Human Relations*, 59 (6), 723-752.
- Bacharach, S., Bamberger, P. A., Vashdi, D. R. (2005). Diversity and homophily at work: Supportive relations among white and African-American peers. *Academy of Management Journal*, 48 (4), 619-644.
- Bacharach, S., Bamberger, P. A. (2004). Diversity and the union: The effect of demographic dissimilarity on members' union attachment. *Group and Organization Management*, 29 (3), 385-418.
- Bacharach, S., Bamberger, P. A., Sonnenstuhl, W., Vashdi, D. R. (2004). Retirement, risky alcohol consumption and drinking problems among blue-collar workers. *Journal of Studies on Alcohol*, 64 (4), 537-545.
- Bacharach, S., Bamberger, P. A. (2004). The power of labor to grieve: The impact of the workplace, labor market, and power-dependence on employee grievance filing. *Industrial and Labor Relations Review*, 57 (4), 518-539.
- Bacharach, S., Bamberger, P. A., Sonnenstuhl, W. (2002). Driven to drink: Managerial control, work-related risk factors and employee drinking behavior. *Academy of Management Journal*, 45 (4), 637-658.
- Bacharach, S., Bamberger, P. A., McKinney, V. M. (2000). Boundry management tactics and logics of action: The case of peer support providers. *Administrative Science Quarterly*, 45 (4), 704-736.
- Bacharach, S., Bamberger, P. A., Sonnenstuhl, W. (1996). Member assistance programs: An emergent phenomenon in industrial relations. *Industrial Relations*, 35 (2), 261-275.
- Bacharach, S., Bamberger, P. A., Sonnenstuhl, W. (1996). The organizational transformation process: Dissonance reduction and the alignment of logics of action in the aftermath of deregulation. *Administrative Science Quarterly*, 41 (3), 477-506.
- Bacharach, S., Bamberger, P. A., Mundell, B. (1995). Strategic and tactical determinants of managerial decision criteria: Power and decision making in public sector organizations. *Human Relations*, 48, 1-22.

- Bacharach, S., Bamberger, P. A. (1995). When working smarter isn't enough: Job resources inadequacy and individual performance at work. *Human Resource Management Review*, 5 (2), 79-102.
- Bacharach, S., Bamberger, P. A. (1995). Contested control: Systems of control and their implications on ambiguity in elementary and secondary schools. *Work and Occupations*, 22 (4), 439-466.
- Bacharach, S., Mundell, B. L. (1993). Organizational politics in schools: Micro, macro, and logics of action. *Educational Administration Quarterly*, 29 (4), 423-452.
- Bacharach, S., Bamberger, P. A., Mundell, B. L. (1993). Status inconsistency in organizations: From social hierarchy to stress. *Journal of Organizational Behavior*, 14, 21-36.
- Bacharach, S., Bamberger, P. (1992). Causal models of role stressor antecedents and consequences: The importance of occupational differences. *Journal of Vocational Behavior*, 41 (1), 13-34.
- Bacharach, S., Bamberger, P. A., Conley, S. C. (1991). Work-home conflict among nurses and engineers: Mediating the impact of role stress on burnout and satisfaction at work. *Journal of Organizational Behavior*, 12, 39-53.
- Bacharach, S., Bamberger, P. A. (1990). Exit and voice: Turnover and militancy intentions in elementary and secondary schools. *Education Administration Quarterly*, 26 (4), 316-344.
- Bamberger, P. A., Bacharach, S., Dyer, L. (1990). Human resource planning in high technology entrepreneurial startups. *Human Resource Planning*, 13 (1), 37-44.
- Bacharach, S., Bamberger, P. A., Stephen, M. M. (1990). Work processes, role conflict, and role ambiguity: The case of elementary and secondary schools. *Educational Evaluation and Policy Analysis*, 12 (4), 415-432.
- Bacharach, S., Bamberger, P. A., Conley, S. C. (1990). Professionals and workplace control: Organizational and demographic models of teacher militancy. *Industrial and Labor Relations Review*, 43 (5), 570-586.
- Bacharach, S., Bamberger, P. A., Conley, S. C. (1990). Work processes, role conflict, and role overload: The case of nurses and engineers in the public sector. *Work and Occupations*, 17 (2), 199-228.
- Bacharach, S., Bamberger, P. A., Conley, S. C., Bauer, S. (1990). The dimensionality of decisional participation in educational organizations: The value of a multi-domain evaluative approach. *Education Administration Quarterly*, 26 (2), 126-167.
- Bamberger, P. A., Bacharach, S., Dyer, L. (1989). Human resource management and organizational effectiveness: High technology entrepreneurial startup firms in Israel. *Human Resource Management Journal (US)*, 28 (3), 349-366.
- Bacharach, S. (1989). Organizational theories: Some criteria for evaluation. *To appear in Academy of Management Review*, 14 (4), 496-515.
- Bacharach, S., Shedd, J. B., Conley, S. C. (1989). School management and teacher unions: The capacity for cooperation in an age of reform. *Teachers College Record*, 91 (1), 97-105.
- Bacharach, S. (1988). Four themes of reform: An editorial essay. *Education Administration Quarterly*, 24 (4), 484-496.

- Bacharach, S., Lawler, E. (1987). Comparison of dependence and punitive forms of power. *Social Forces*, 66, 446-462.
- Bacharach, S., Conley, S. C., Shedd, J. B. (1987). A career developmental framework for evaluating teachers as decision-makers. *Journal of Personnel Evaluation and Education*, 1, 181-194.
- Bacharach, S., Bauer, S. C., Conley, S. C. (1986). Organizational analysis of stress: The case of elementary and secondary schools. *Work and Occupations*, 13 (1), 7-32.
- Bacharach, S., Lawler, E. (1986). Power dependence and power paradoxes in bargaining. *Negotiation Journal*, 2, 167-174.
- Bacharach, S., Conley, S. C., Shedd, J. B. (1986). Beyond career ladders: Structuring career development systems. *Teachers College Record*, 87, 563-574.
- Lipsky, D., Bacharach, S. (1983). The Single Salary Schedule vs. Merit Pay: An Examination of the Debate. *Collective Bargaining Quarterly*, 6, 10-20.
- Bacharach, S., French, J. L. (1981). Role allocation processes in public bureaucracies: External political pressures, internal differentiation, and the perception of recruitment and promotion. *Administration and Society*, 12 (4), 399-426.
- Bacharach, S., Lawler, E. (1981). Power and tactics in bargaining. *Industrial and Labor Relations Review*, 34 (2), 219-233.
- Bacharach, S., Aiken, M., French, J. L. (1980). Organizational structure, work process, and proposal making in administrative bureaucracies. *Academy of Management Journal*, 23 (4), 631-652.
- Bacharach, S., Aiken, M. (1979). The impact of alienation, meaninglessness, and meritocracy on supervisor and subordinate satisfaction. *Social Forces*, 57 (3), 853-870.
- Lawler, E., Bacharach, S. (1979). Power dependence in individual bargaining: The expected utility of influence. *Industrial and Labor Relations Review*, 32 (2), 196-204.
- Bacharach, S. (1978). Morphologie et processus: Une critique de la recherche organisationnelle contemporaine. *Sociologie du Travail*, 2, 153-173.
- Bacharach, S., Aiken, M. (1977). Communications in administrative bureaucracies. *Academy of Management Journal*, 20 (3), 365-377.
- Bacharach, S., Aiken, M. (1976). Structural and process constraints on influence in organizations: A level-specific analysis. *Administrative Science Quarterly*, 21 (4), 623-642.
- Bacharach, S., Lawler, E. (1976). The perception of power. *Social Forces*, 55, 123-134.
- Lawler, E., Bacharach, S. (1976). Outcome alternatives and value as criteria for multistrategy evaluations. *Journal of Personality and Social Psychology*, 34 (5), 885-894.

Monograph

- Bacharach, S., Lipsky, D., Shedd, J. (1984). *Paying for Better Teaching: Merit Pay and Its Alternatives*. OAP Monograph Series.

Research Report

Lipsky, D., Bacharach, S., Shedd, J. (1983). *Teacher Compensation Systems and the Quality of Education* (pp. 254 pp.). Washington, DC, United States: National Education Association.

Presentations Given

Bacharach, S., All Staff Meeting, "The Pragmatic Skills of Leadership in the Clunky World of Higher Education," Alumni Affairs and Development, G10 Biotech. (February 13, 2024).

Bacharach, S., CAROW Launch, "The Two Non-exclusive Mindsets of Applied Research; Or, Why CAROW HAS a Unique Opportunity," CAROW-ILR, ILR School. (September 21, 2023).

Bacharach, S., The Clunky Organization, "Moving Agendas Through Partnership: The Challenges of the Clunky & Myopic Organization," Cisco, Webex. (June 23, 2020).

Bacharach, S. (Presenter & Author), ILRAA Webinar, "In the Shadow of COVID-19: Leading to Sustain Momentum," ILRAA, Zoom. (April 23, 2020).

Bacharach, S., ILRAA October meeting "ILR School in New York City", "Leading in a Clunky World: The Challenge of Moving Agendas," ILRAA, 570 Lex. (October 26, 2019).

Bacharach, S. (Discussant), WDN Q4 2019 Professional Development Book Series, "The Agenda Mover," Traveler's Insurance, Zoom. (October 25, 2019).

Bacharach, S., ILROB 3730, "Cultural Leaders as Agenda Movers," Cornell Univ., Ives Hall. (February 13, 2019).

Bacharach, S., PCCW Bookinar, "Leadership Skills for Breaking Inertia," President's Council of Cornell Women, Web. (January 17, 2019).

Bacharach, S., Leading Cornell, "The Agenda Mover as Negotiator," Cornell HR, Ithaca, NY. (November 24, 2018).

Bacharach, S., Catalan Clusters, "Transforming the Clunky Organization: Leading to Break Inertia," Catalonia Government (Spain), Dylan Hotel, New York. (November 6, 2018).

Bacharach, S., FIT class, "Transforming the Clunky Organization," FIT, New York, NY. (November 1, 2018).

Bacharach, S., Leading Cornell, "Skills for Moving Agendas," Cornell HR, Ithaca NY. (October 11, 2018).

Bacharach, S. (Leader), Halladay, C., Higher Education Leadership Forum, "Leadership as Tactical Execution," The University of Sheffield and Cavelton College (Canada), Sheffield, England. (September 13, 2018).

Bacharach, S. (Leader), Workshop for Visting Chinese Master's Students, "Leading through Partnership: Moving Ideas in a Complex Organization," University of Peking, 16 E. 34th Street, 4th FL. (June 13, 2018).

Bacharach, S., Smithers Meeting, "Ideation: What is Party Culture?," Smithers Institute, Ithaca, NY. (March 17, 2018).

Bacharach, S., Return to the Classroom, "Transforming the Clunky Organization: Leading to Break Inertia," Cornell Alumni Affairs and Development, Menlo Park. (September 16, 2017).

Bacharach, S., "The Agenda Mover: When Your Idea Is Not Good Enough," President's Circle. (January 25, 2017).

Bacharach, S., NACUBO Annual Meeting, "Transforming the Clunky University: Leading for Discovery and Delivery," Natl Assn of College and University Business Officers, Minneapolis, MN. (July 31, 2017).

Bacharach, S., Cornell Family Fellows, "The Agenda Mover," Cornell Alumni Affairs and Development, Ithaca, NY. (April 22, 2017).

Bacharach, S., President's Circle, "The Agenda Mover: When Your Good Idea Is Not Enough," Cornell Alumni Affairs and Development, New York, NY. (January 25, 2017).

Bacharach, S., ILRAA Women's Council, "Leadership Skills for Women," ILRAA, New York, NY. (December 8, 2016).

Bacharach, S., Smithers Conference, "Ideation Session: Where Does Work-site Substance Misuse Research Need to go Next?," Smithers Institute, Ithaca, NY. (November 17, 2016).

Bacharach, S., Book Program, "Get Things Done: Developing an Agenda Moving Culture," Cornell Club, 6 E. 44th Street. (October 6, 2016).

Bacharach, S., ILR Alumni Association: Special evening with Professor Sam Bacharach on Leadership, "Get Things Done: Developing an Agenda Moving Culture," ILRAA, New York, NY. (October 5, 2016).

Bacharach, S., Workshop for Visting Chinese Master's Students, "Leadership Models for High Potentials," Smithers Institute, 16 E. 34th Street, 6th FL. (June 25, 2016).

Bacharach, S., Dedication of Smithers Family Treatment Center, Columbia U., "Welcoming Remarks," Smithers Foundation/Columbia U., 51 W. 51st. (March 22, 2016).

Bacharach, S., Louisiana Center for Women in Government and Business' 25th Anniversary, "A Good Idea Is Not Enough," LCWGB, Thibodaux, LA. (November 21, 2015).

Bacharach, S., LINGOs GLOBAL LEARNING FORUM, "Mobilizing Organizations for Innovation, Collaboration, and Impact," LINGOs, Little Rock, AR. (October 15, 2015).

Bacharach, S., Meeting of Rasmuson Foundation, "The Partnership Between the Christopher D Smtihers Foundation & The Smithers Institute," Smithers Foundation, Anchorage, AK. (September 18, 2015).

Bacharach, S., The Academy International Conference, "Get them on your side: techniques of persuasion," The Academy (sports leaders), Geneva, Switzerland. (May 28, 2015).

Bacharach, S., Inc.edu/CNBC, "Pragmatic Leadership Skills to Move Your Agenda," Inc. magazine, Chicago, IL. (May 19, 2015).

Bacharach, S., Ivy Plus, "Training your high potentials," Cornell Org Development, Ithaca, NY. (October 1, 2014).

Bacharach, S., Group on Business Affairs/Institutional Planning, "Leading for Change and Innovation: The Skills of Execution," Association of American Med. Colleges, Coral Gables, FL. (April 29, 2014).

Bacharach, S., West Coast Leadership Conference, "Leading for Change and Innovation," Cornell's Alumni Affairs & Development, Santa Monica, CA. (March 15, 2014).

Bacharach, S., Multicultural admissions seminar and information session, "Being proactive about your education," ILR student services, New York. (October 13, 2013).

Bacharach, S., Leading Cornell, "Leading Cornell," Cornell Development Office, Ithaca, NY. (October 17, 2012).

Bacharach, S., ILR Multicultural Admissions & Info Session, "Thinking Proactively about the College Admission Process," ILR, New York, NY. (September 29, 2012).

Bacharach, S., Inc. Leadership Forum, "Leading Your Team: The Skills of Engagement and Enhancement," Inc. Magazine, Miami, FL. (June 8, 2012).

Bacharach, S., Inc. Leadership Forum, "When Charisma and Vision Are Not Enough: Moving From Potential to Execution," Inc. Magazine, Miami, FL. (June 8, 2012).

Bacharach, S., Louisiana Women Leaders Conference on Small Business Entrepreneurship, "Pragmatic leadership: charisma and vision aren't enough," Louisiana Center for Women and Government, Baton Rouge, LA. (May 4, 2012).

Bacharach, S., ILROB 1220, "Beyond Charisma: Power & Coalitions (pt 2)," Marya Besharov, ILR School. (March 28, 2012).

Bacharach, S., ILROB 1220, "Beyond Charisma: Power & Coalitions (pt 1)," Marya Besharov, ILR School. (March 26, 2012).

Bacharach, S., Interns Development Day, "Political Competence: The Skills of Mobilization," International Labour Organization (ILO), Geneva, CH (via Skype). (January 25, 2012).

Bacharach, S., Affiliate Leadership Training Summit, "Political Competence: The Skills of Mobilization," International Association of Firefighters (IAFF), Buena Vista, FL. (January 24, 2012).

Bacharach, S., ILROB1220, "Beyond Charisma: Power & Coalitions (pt 2)," Michele Williams, ILR School. (November 28, 2011).

Bacharach, S., ILROB1220, "Beyond Charisma: Power & Coalitions (pt 1)," Michele Williams, ILR School. (November 21, 2011).

Bacharach, S. (Author Only), Bamberger, P. A. (Presenter & Author), Gitter, E. (Author Only), Academy of Management Annual Meeting, "Stressors, Marginalization and Retiree Problem Drinking: Sleep as a Mediator and Gender as a Moderator," Academy of Management, San Antonio, Texas. (August 12, 2011).

Bacharach, S., NCCI Annual Conference, "Leadership in Higher Ed," National Consortium for Continuous Improvement in Higher Education, Tampa, FL. (July 9, 2011).

Bacharach, S. (Author Only), Bamberger, P. A. (Presenter & Author), Gitter, E. (Author Only), Work, Stress, and Health 2011: Work and Well-Being in an Economic Context, "Stressors, Marginalization and Retiree Problem Drinking: Sleep as a Mediator and Gender as a

- Moderator," American Psychological Association, the National Institute for Occupational Safety and Health and the Society for Occupational Health Psychology, Orlando, Florida. (May 19, 2011).
- Bacharach, S., Weill Cornell Meeting, "Leadership in Academic Medicine," Weill Cornell, Cornell Club. (April 14, 2011).
- Bacharach, S., Enterprise Learning Summit 2011, "High-Performance Leadership (Training Your High Potentials)," E-Learning Magazine with eCornell, Old Town, VA. (March 22, 2011).
- Bacharach, S., ILROB1220, "Beyond Charisma," ILR School, New York, Long Distance. (February 16, 2011).
- Bacharach, S., ACT (Asians Coming Together) and Young Professionals @ Xerox National Conference, "The skills of pragmatic leadership: Enhancing your own proactive capacity & engaging others," Xerox, Rochester, NY. (October 29, 2010).
- Bacharach, S., Multi-cultural Candidates Seminar, "Being proactive about your education," ILR Student Services, New York, NY. (October 9, 2010).
- Bacharach, S., Indian Institute of Planning and Management (IIPM) Program, "Proactive leadership: Moving your agenda," ILR, Ithaca, NY. (September 7, 2010).
- Bacharach, S., NCCI Webinar, "Training High Potentials in an Academic Setting," National Consortium for Continuous Improvement in Higher Education, Participants from all over US. (June 24, 2010).
- Bacharach, S. (Organizer), Grasso, J. E., 2010 SUBOA Annual Meeting, "Leadership and engagement in a time of uncertainty," State University of New York Business Officers Association, Niagara Falls, NY. (June 14, 2010).
- Bacharach, S., Indian Institute of Planning and Management (IIPM) Program, "Proactive leadership: Moving your agenda," ILR, Ithaca, NY. (June 9, 2010).
- Bacharach, S., Meeting of College Officers Group, "Leadership Training for High Potentials," Cornell University, Olin Hall. (May 18, 2010).
- Bacharach, S., PCCW 20th Anniversary Celebrating Women in Leadership, "When charisma is not enough: The pragmatics of leadership," President's Council of Cornell Women, Ithaca, NY. (April 30, 2010).
- Proulx, C. (Author Only), Bacharach, S., Berg, E., Entrepreneurship@Cornell Celebration 2010, "The entrepreneurial learner: Connecting learning to its impact on entrepreneurial activity," ecornell; Student Agencies, Inc., Hotel School. (April 15, 2010).
- Bacharach, S., Meeting of Cornell Senior Staff, "Leadership Training for High Potentials," Cornell, Day Hall, Rm 316. (March 8, 2010).
- Bacharach, S., ILROB1220, "Getting Beyond the Leadership Myth," Michele Williams, ILR School. (March 3, 2010).
- Bacharach, S., ILROB1220, "Getting Beyond the Leadership Myth," Michele Williams, ILR School. (March 1, 2010).

Bacharach, S., Cornell Alumni Leadership Conference, "When is Charisma Not Enough: The Pragmatics of Change Leadership," Cornell Alumni Association, Washington, DC. (January 29, 2010).

Bacharach, S., Annual Meeting, "Beyond the Leadership Hype: It's About Getting Things Done," Cornell Club of Fairfield County, Fairfield, CT. (January 24, 2010).

Bacharach, S., Indian Institute of Planning and Management (IIPM) Program, "Proactive Leadership: Moving Your Agenda Forward," ILR, Ithaca, NY. (January 19, 2010).

Bacharach, S., Indian Institute of Planning and Management (IIPM) Program, "Proactive Leadership: Moving Your Agenda Forward," ILR, Ithaca, NY. (October 27, 2009).

Bacharach, S., ILROB1220, "Leadership, power, & coalitions: The micropolitics of organizations (part 2)," Brian Rubineau, ILR School. (October 7, 2009).

Bacharach, S., ILROB1220, "Leadership, power, & coalitions: The micropolitics of organizations (part 1)," Brian Rubineau, ILR School. (October 5, 2009).

Bacharach, S., National Women's Leadership Summit, "The skills of proactive leadership: Get them & keep them on your side," Louisiana Center for Women in Government, New Orleans, LA. (September 25, 2009).

Bacharach, S., Honors MBA, "Negotiation for Practitioners," Ben Gurion University, Israel. (August 2, 2009).

Bacharach, S., CEN NYC, "The proactive leader: Skills for sustaining momentum in uncertain times," Cornell Entrepreneur Network, New York, NY. (March 20, 2009).

Bacharach, S., Bamberger, P. A., Presentation to NIAAA, "Alcohol-related risk factors in work and retirement: A review of 20 years of research by the Smithers Institute," National Institute on Alcohol Abuse and Alcoholism, Bethesda, MD. (February 19, 2009).

Bacharach, S., Bamberger, P. A., Healthy Aging for Workers, "The impact of work- and retirement-related stressors on the drinking behavior of older workers: The conditioning effect of permissive coworker drinking norms," National Institute for Occupational Safety and Health, Washington, DC. (February 18, 2009).

Bacharach, S. (Author Only), Bamberger, P. A. (Presenter & Author), Gitter, E. (Author Only), Healthy Aging for Workers: Anticipating the Occupational Safety and Health Needs of an Increasingly Aging Workforce, "Older Workers, Work Related Risk Factors and Drinking Behavior," the Society for Occupational and Environmental Health (SOEH), Washington, D.C. (February 17, 2009).

Bacharach, S., EWMC 19th Annual National Meeting, "Proactive leadership: moving your agenda with political & managerial competence," Electrical Workers Minority Caucus, New Orleans, LA. (January 17, 2009).

Bacharach, S., Leadership Institute and Statewide Meeting, "After the reveille, what next?," Louisiana Center for Women & Government, Baton Rouge, LA. (November 14, 2008).

Bacharach, S., Academic Leadership, "The Proactive Academic," Hebrew University, Israel. (September 21, 2008).

Bacharach, S., Honors MBA, "Negotiation for Practitioners," Ben Gurion University, Israel. (July 7, 2008).

Bacharach, S., Conversations with Cornell Faculty, "Getting beyond the leadership hype," The Cornell Club of Monmouth/Ocean Counties, Little Silver, NJ. (May 9, 2008).

Bacharach, S., Conversations with Cornell Faculty, "Winning support, sustaining momentum, and getting results--Getting beyond the leadership hype," Cornell Club of Northern NJ, Morristown, NJ. (May 7, 2008).

Bacharach, S., Managing Changing Organizations, "Leadership under conditions of uncertainty," Rosen College, Orlando, FL. (May 2, 2008).

Bacharach, S. (Presenter & Author), Honors Program, "Leaders as politicians and managers," CW Post School of Business, Long Island University. (April 15, 2008).

Media Contributions

Internet

Inc.com (ongoing contributor). Contribute periodic columns on leadership. Ongoing activity.

Bud to Boss. 3 keys to establishing credibility with your team (October 21, 2016)

Smart Business. How to overcome the fear of new ideas (October 13, 2016)

The CEO Magazine. Training your high potentials to move agendas (October 13, 2016)

Young Upstarts. Got Credibility? 3 Keys To Convincing Others You Can Deliver (October 10, 2016)

The Grindstone. 4 Skills to Drive Your Agenda (September 9, 2016)

Inc.com. Contribute periodic columns on leadership. Ongoing activity. (2015)

Webinar (eCornell). Title: Developing the Influencing Skills of Your Leaders (April 21, 2010)

Webinar. Recorded on Sept. 11, 2009 with Ed Lawler and Liz Moore. Topic: "Social Commitments in a Depersonalized World." Made available to the public Sept. 24, 2009. (September 24, 2009)

Cornell Chronicle. Interviewed by George Lowrey re: introduction of the Smithers Oral History Project to the Cornell Community to mark National Recovery Month (Sept 2009). (September 9, 2009)

KeepComingBack.com. Founder & CEO Gayle Francis conducted a video interview with S Bacharach about Smithers-related issues to be posted on the KeepComing Back website (social networking website for those struggling with addiction). (June 30, 2009)

Magazines

Business Officer Magazine. Agenda Activators (May 2017)

Training + Development Magazine. Become an Agenda Mover (November 1, 2016)

ILR Advance. "Transitioning with Grace"; Fall 2015. (2015)

Business & Economy. Leadership training for high potentials (May 30, 2013)

Elearning! High-performance leadership: Converting potential into execution

Jan-Feb 2-11, Vol 7, Issue 1, page 16. (January 1, 2011)

Ezra Magazine. Authored article for Winter 2010 (Vol 2; No 2): "Academic entrepreneurs in New York City." (January 2010)

Podcasts

Your Fast Leader. Interview Jan 2019 likely released April 2019 (January 2019)

Sales Fuel. Podcast interview with C. Lee Smith on July 17, 2018; date of release TBA. (2018)

Soundview Live Webinar. What to Do When Your Good Idea is Not Enough (March 16, 2017)

Wolters Kluwer. Becoming an Agenda Mover (October 5, 2016)

Radio

NPR Marketplace. Radio broadcast archived as podcast. Brief interview regarding COVID. Start at minute 7. (April 14, 2020)

Take the Lead Radio. Interview released Jan 2019 but recorded Dec 2018

<https://itunes.apple.com/us/podcast/gerhard-gschwandtner-and-ford-saeks/id1229733551?i=1000385617404&mt=2> or this link to Stitcher
<https://www.stitcher.com/podcast/podcast-startpoint/take-the-lead-radio> (January 21, 2019)

KIRO. Taped interview with host Dave Ross on Feb 24, 2014 on the topic of compensation for university presidents. (February 24, 2014)

TV

HTV. "A Women's Perspective": a telephone interview conducted by Laura Badeaux on leadership, Baton Rouge, LA. Show to coincide with legislature's opening. (April 27, 2009)

Editorships and Chairmanships

Book

"Research in the Sociology of Organizations: Organizational Politics, XVI", Editor, Book. (1999)

"Research in the Sociology of Organizations: Cross-Cultural Analysis of Organizations, XIV", Editor, Journal Editor. (1997)

"Research in the Sociology of Organizations: Special Issue on The European Tradition, XIII", Editor, Book. (1996)

"Images of Schools: Structures and Roles in Organizational Behavior", Editor, Book, 10 reviews. (1995)

"Research in the Sociology of Organizations: Special Issue on Collective Bargaining and Labor Relations, XII", Editor, Book. (1994)

"Advances in School Management and Educational Policy, I", Editor, Book. (1993)

"Research in the Sociology of Organizations, XI". (1993)

"Research in the Sociology of Organizations: Reviewing Organizational Demography, X", Editor, Book, 7 reviews. (1992)

"Research in the Sociology of Organizations, IX.", Editor, Book. (1991)

"Advances in School Management and Educational Policy, I", Editor, Book. (1990)

"Education Reform: Making Sense of It All", Editor, Book. (1990)

"Research in the Sociology of Organizations: The Issue of Participation, VII", Editor, Book. (1989)

"Research in the Sociology of Organizations, VI". (1988)

"Research in the Sociology of Organizations, V", Editor, Book. (1987)

"Research in the Sociology of Organizations, IV", Editor, Book. (1985)

"Research in the Sociology of Organizations: The Social Psychological Processes, III", Editor, Book. (1984)

"Research in the Sociology of Organizations, II", Editor, Book. (1983)

"Research in the Sociology of Organizations, I". (1982)

"Organizational Behavior in Schools and School Districts", Editor, Book. (1981)

"Reward Systems in Organizations: Searching for Solutions", Editor, Book. (1974)

RESEARCH

Contracts, Grants and Sponsored Research

SALEH, M. (KP), BACHARACH, S. (PI), "JOB SEARCH EXPERIENCES AFTER INCARCERATION: RESOURCES, DEMANDS, AND SELF-REGULATION IN THE PRISON-TO-WORK TRANSITION," Sponsored by NSF Directorate for Social, Behavioral and Economic Sciences, \$500,000.00. (June 1, 2025 - May 31, 2028).

BACHARACH, S. (PI), "PATTERNS OF ALCOHOL USE AND SUICIDE-RELATED THOUGHTS AMONG RECENTLY-DISCHARGED VETERANS: RISK FACTORS ASSOCIATED WITH THE MILITARY-TO-VETERAN TRANSITION," Sponsored by U.S. Army Medical Research Acquisition Activity, \$1,498,264.00. (March 1, 2019 - August 31, 2024).

BAMBERGER, P. (KP), BACHARACH, S. (PI), "THE COLLEGE-TO-WORK TRANSITION & ALCOHOL MISUSE: AN ETIOLOGIC STUDY," Sponsored by NIH National Institute on Alcohol Abuse and Alcoholism, \$2,240,638.00. (March 5, 2014 - February 28, 2020).

BACHARACH, S. (PI), "WORK RETIREMENT AND DRINKING AMONG BLUE COLLAR WORKERS," Sponsored by DHHS, \$1,195,959.00. (February 1, 2005 - January 31, 2011).

BACHARACH, S. (PI), "RETIREMENT-ELIGIBLE BUT NOT RETIRING: A LONGITUDINAL STUDY OF THE ORGANIZATIONAL-AND JOB-RELATED FACTORS ASSOCIATED WITH THE RETENTION OF AN OLDER WORKFORCE," Sponsored by SHRM FDN., \$165,000.00. (June 1, 2008 - May 31, 2010).

BACHARACH, S. (PI), "WORK RETIREMENT & DRINKING AMONG BLUE COLLAR WORKERS," Sponsored by DHHS, \$1,667,935.00. (May 1, 1999 - January 31, 2005).

SONNENSTUHL, W. J. (CO), BACHARACH, S. (PI), "WORKPLACE RISK FACTORS AND DRINKING BEHAVIOR," Sponsored by DHHS, \$1,331,158.00. (June 1, 1997 - May 31, 1998).

BACHARACH, S. (PI), "CARING ORGANIZATIONS: AN OXYMORON?," Sponsored by LILLY ENDOW, \$37,959.00. (November 1, 1993 - May 31, 1995).

SONNENSTUHL, W. J. (PI), BACHARACH, S. (CO), "GENERATING CRITERIA FOR COMPARATIVE EVALUATION OF MAPS," Sponsored by DHHS, \$1,230,112.00. (September 30, 1990 - August 31, 1993).

Bacharach, S., Bamberger, P. (Other), Larimer, M. (Other), Geisner, I. (Other), Wang, M. (Other), Nahum-Shani, I., "The College-to-Work Transition & Alcohol Misuse," Sponsored by NIH/NIAAA, \$2,255,345.00. (March 5, 2014 - February 28, 2020). "Funded"

BACHARACH, S. (PI), "RETAINING THE RETIREMENT ELIGIBLE AND RECRUITING THE WORKING RETIRED: ORGANIZATIONAL, JOB AND RELATIONAL FACTORS ASSOCIATED WITH LEVERAGING THE OLDER WORKFORCE - PHASE II REQUEST," Sponsored by SHRM FDN., \$192,336.00. (January 1, 2011 - December 31, 2012).

BACHARACH, S. (PI), "THE INFLUENCE OF WORKPLACE CHARACTERISTICS ON HELP-SEEKING BEHAVIOR AMONG EMPLOYEES WITH ALCOHOL USE DISORDERS," Sponsored by DHHS, \$423,500.00. (June 1, 2010 - May 31, 2012).

BACHARACH, S. (PI), "PREVALENCE, CONFIGURATION AND EFFICACY OF LABOR MAPS," Sponsored by DHHS, \$2,033,994.00. (February 1, 2003 - January 31, 2008).

BACHARACH, S. (PI), "TRAUMA AND COMORBIDITY AMONG NYC FIREFIGHTERS AND EMT'S," Sponsored by DHHS, \$1,040,923.00. (June 1, 2004 - May 31, 2007).

BACHARACH, S. (PI), "MEMBER ASSISTANCE PROGRAM PREVALENCE AND PERFORMANCE," Sponsored by DHHS, \$2,679,108.00. (September 1, 1998 - August 31, 2003).

BACHARACH, S. (PI), "MEMBER ASSISTANCE PROGRAM PREVALENCE AND PERFORMANCE," Sponsored by DHHS, \$2,059,679.00. (February 1, 1997 - July 31, 2001).

BACHARACH, S. (PI), SONNENSTUHL, W. J. (CO), "MEMBER ASSISTANCE PROGRAM PREVALENCE AND EFFECTIVENESS," Sponsored by JOHNSON,R.W., \$345,100.00. (February 1, 1996 - January 31, 1999).

BACHARACH, S. (PI), "WORKPLACE RISK FACTORS AND SUBSTANCE ABUSE: A CROSS OCCUPATIONAL STUDY," Sponsored by DHHS, \$39,101.00. (June 1, 1989 - May 31, 1990).

Awards and Honors

Samuel B. Bacharach Scholarship. (2022)

Established and endowed by Carolyn Richmond '91.

ILR 97 Bacharach Scholarship. (2022)

Peter Martelli '97 created this award to mark his 25th year reunion.

Samuel B. Bacharach Leading Cornell Program, Cornell HR. (April 2019)

The Leading Cornell Program was renamed to The Samuel B. Bacharach Program in recognition of his contributions.

Trailblazer Award, eCornell. (February 2019)

Other Activity

Vice President, Smithers Foundation. (2018-2022)