

Rosemary Batt

Alice Hanson Cook Professor of Women and Work, Emerita
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Education

Ph.D. 1996. Sloan School of Management, Massachusetts Institute of Technology, Cambridge, MA,

M.A. 1981. Anthropology, University of Kentucky, Lexington, KY

Special student 1977-78. U. Autonoma Metropolitana, Mexico City

B.A. 1973. History, Cornell University, Ithaca, NY (Study in Absentia, Bristol University, England, 1972)

Academic Positions

2011-2022: Editor, *ILR Review*, ILR School, Cornell University

2010-present: Full Professor, Alice Hanson Cook Professor of Women and Work, HR Studies and
International & Comparative Labor, ILR School, Cornell University

2001-2010: Associate Professor, Alice Hanson Cook Professor of Women and Work, Human Resource
Studies, ILR School, Cornell University

1995-2001: Assistant Professor, Human Resource Studies, ILR School, Cornell University

Awards

Rockefeller Foundation Bellagio Residency, September 2024.

General Mills Award for Best Graduate Teaching, ILR School, Cornell U. 2021

George R. Terry Book Award for Best Contribution to Management Knowledge, Academy of
Management 2016 – Runner-up: *Private Equity at Work: When Wall Street Manages Main Street* (with
Eileen Appelbaum)

Academic Fellow Scholarly Achievement Award, Labor and Employment Relations Association, 2012

HR Scholarly Achievement Award, Academy of Management, Best Paper in HR Studies 2012 - Runner-
up for: "An Employment Systems Approach to Turnover: HR Practices, Quits, Dismissals, and Customer
Satisfaction." *Academy of Management Journal*, 54(4): 695-717 (with Alex Colvin)

HR Scholarly Achievement Award, Academy of Management, Best Paper in HR Studies 2011 - Finalist
for: "How Supervisors Influence Performance: A Multi-level Study of Coaching and Group Management
in Technology-mediated Services." *Personnel Psychology*, 63, 265–98 (with Helen Liu)

HR Scholarly Achievement Award: Best Paper in HR Studies, Academy of Management, 2003:

Managing Customer Services: Human Resource Practices, Quit Rates, and Sales Growth.”

Academy of Management Journal. 45(3):587-597

Scholar in Residence, Russell Sage Foundation, 2001-2002.

Outstanding Young Scholar Award, Industrial Relations Research Association. 2000.

Teaching Award, General Mills Award for Best Graduate Teaching, ILR School, Cornell U. 1998.

Outstanding Undergraduate Teaching Nomination, Cornell Inter-Fraternity Council, 1997.

Dissertation Prize: Zenon and Clotilde Zannetos Prize for Best Dissertation, Sloan School, MIT, 1996.

Invited Professorships, Keynote Addresses, Public Lectures

Milton Derber Lecture. 2025. School of Labor and Employment Relations, University of Illinois, Champaign-Urbana. “Financialization in U.S. Healthcare.” March 28

Keynote Address. 2023. “Regulating Finance for Decent Work: Bringing Capital Back In.” 8th Annual ILO Conference on Regulating Decent Work. July 10, Geneva.

Hallsworth Visiting Professor. 2018. Manchester Business School, U. of Manchester, UK. May-June.

Public Address. 2017. “Wall Street and Main Street: Management Dilemmas, Sustainability, Inequality.” Sir John Cass’s Foundation Lecture. British Academy. London. March 2.

Keynote Address. 2016 “Implications of Private Equity Activity in the Health Care Sector.” Conference on “Fairer Futures: Reshaping Care for Older People,” University of Manchester, September 12.

Keynote Address. 2015. “Financial Innovation and Inequality: Challenges for Labor Research and Practice.” Annual International Conference of the Interuniversity Research Centre on Globalization and Work (CRIMT), HEC Montreal, May 21-23.

Keynote Address. 2012. “The Impact of Financialization on Management and Labor.” British Sociological Association. April 12.

John Lovett Memorial Address. 2012. “The Impact of Financialization on Management and Employment Outcomes.” 20th Annual Conference, University of Limerick, Ireland. April 10.

Keynote Address. 2010. 40th Anniversary Conference. Laboratoire Economique et Social du Travail, Centre de Recherche National de Science (LEST,CNRS), Aix-en-Provence, U. of Marseille, France. May 27-28.

Visiting Professor. 2009, 2010. Laboratoire Economique et Social du Travail, Centre de Recherche National de Science (LEST,CNRS), Aix-en-Provence, U. of Marseille, France.

Keynote Address. 2009. “Beyond the Enterprise: Widening the Horizons of International HRM.” Cardiff University, England. March 31.

Hallsworth Visiting Professor. 2008. Manchester Business School, U. of Manchester, UK. October.

Otto Monsted Guest Professor. 2006-08. Danish Technical University, Copenhagen, Denmark.

Visiting Professor, 2007. Universite Rovira i Virgili, Reus, Catalonia, Spain. May-June.

Keynote Address. 2007. "In Search of Balance: Human Resource Studies in the 21st Century." 5th International Conference of the Dutch HRM Network. Tilburg University, Netherlands. Nov. 9-10.

Milton Derber Lecture, University of Illinois. 2007. "Good Jobs, Good Service: Redesigning Service Sector Work in the Global Information Age." May 1.

International Visiting Fellow, 2006. University of Warwick, UK. Advanced Institute of Management, Economic and Social Research Council, UK

Keynote Address. 2006. "The Globalization of Service Work." Conference on Innovation in Services. Manchester University, June 15-17.

Keynote Address. 2006. "The Relevance of HR in the Global Economy." Conference on Socially Responsive Approaches to Employment and Work. Australian Centre for Research on Employment and Work (ACREW), sponsored by Monash University and Kings College, London. Prato, Italy, July 3-5.

Publications

Books

Appelbaum, Eileen, and Rosemary Batt. 2014. *Private Equity at Work: When Wall Street Manages Main Street*. New York: Russell Sage Foundation.

Ackroyd, Stephen, Rosemary Batt, Paul Thompson, and Pam Tolbert, eds. 2004. *Oxford Handbook of Work and Organization*. London: Oxford.

Appelbaum, Eileen, and Rosemary Batt. 1994. *The New American Workplace: Transforming Work Systems in the U.S.* Ithaca, New York: Cornell ILR Press. Third printing. Princeton University List of Top Books in Industrial Relations and Labor Economics, 1994. Korean translation, 1996. Japanese translation, 2003.

Refereed Articles

Ouyang, Can, and Rosemary Batt. 2025. "Which Firms Offer Better Jobs for Low Wage Service Workers? Evidence from Fast Food Franchising." Forthcoming. *ILR Review*

Batt, Rosemary, and Eileen Appelbaum. 2023. "The New Hospital-at-Home Movement: Opportunity or Threat for Patient Care?" [*Public Policy and Aging Report*](#), 33, 63-69.

Bruch, Joseph Dov, Tamar Katz, Tarun Ramesh, Eileen Appelbaum, Rosemary Batt, and Thomas C. Tsai. 2022. "Trends in Real Estate Investment Trust Ownership of U.S. Health Care Properties." [*JAMA Health Forum*](#).

LaFrance, Aimee, Rosemary Batt, and Eileen Appelbaum. 2021. "Hospital Ownership and Financial Stability: A Matched Case Comparison of a Nonprofit Health System and a Private Equity-Owned Health

System. *Adv Health Care Manag.* Dec 6;20. doi: 10.1108/S1474-823120210000020007. PMID: <https://pubmed.ncbi.nlm.nih.gov/34779183/>

Batt, Rosemary, John Kallas, and Eileen Appelbaum. 2020. "Path Dependency versus Social Unionism in Healthcare: Bringing Employers Back In." Special issue of. *Work and Occupations*, "Consequences of Change in Healthcare for Organizations, Workers, and Patients," 47(3): 406–436.

Batt, Rosemary, and Eileen Appelbaum. 2021. "The Agency Costs of Private Equity: Why do Limited Partners Still Invest?" *Academy of Management Perspectives*, 35(1): 45–68.

Lee, Jae Eun, Rosemary Batt, and Lisa Moynihan. 2019. "Strategic Dilemmas: How Managers use HR Practices to Meet Multiple Goals." *British Journal of Industrial Relations*. 57(3): 513–539.

Batt, Rosemary. 2018. "When Wall Street Manages Main Street: Managerial Dilemmas, Sustainability, and Inequality." *Journal of the British Academy*. 6: 65-96. Sir John Cass's Foundation Lecture, The British Academy, read March 2, 2017. <https://www.thebritishacademy.ac.uk/sites/default/files/JBA-6-Batt.pdf>

Chicu, Dorina, Mireia Valverde, Gerard Ryan, and Rosemary Batt. 2016. "The Service-Profit Chain in Call Centre Services," *Journal of Service Theory and Practice*, 26(5):616-641.

Review Symposium. (2015). Eileen Appelbaum and Rosemary Batt, Private Equity at Work: When Wall Street Manages Main Street, New York, Russell Sage Foundation, 2014. *Socio-Economic Review*, 13(4): 813–820.

Liu, Xiangmin, Danielle van Jaarsveld, Rosemary Batt, and Ann Frost. 2014. "The Influence of Capital Structure on Strategic Human Capital: Evidence from US and Canadian Firms." *Journal of Management*, 40(2):422-448. <https://journals.sagepub.com/doi/abs/10.1177/0149206313508982>

Appelbaum, Eileen, Rosemary Batt, and Ian Clark. 2013. "Implications of Financial Capitalism for Employment Relations Research: Evidence from Breach of Trust and Implicit Contracts in Private Equity Buyouts." *British Journal of Industrial Relations*, 51(3):498-518. <https://onlinelibrary.wiley.com/doi/abs/10.1111/bjir.12009>

Batt, Rosemary, and Michel Hermans. 2012. "Global Human Resource Management: Bridging Strategic and Institutional Perspectives," in Joshi Aparna, Joseph Martaccio, and Liao Hui, eds., *Research in Personnel and Human Resource Management (RPHRM)*, Vol. 31:1-52.

Batt, Rosemary, and Mallika Banerjee. 2012. "The Scope and Trajectory of Strategic HR Research: Evidence from American and British Journals." *International Journal of Human Resource Management*, 23(9-10):1739-62. <https://www.tandfonline.com/doi/abs/10.1080/09585192.2011.610933>

Batt, Rosemary, and Alexander Colvin. 2011. "An Employment Systems Approach to Turnover: HR Practices, Quits, Dismissals, and Customer Satisfaction." *Academy of Management Journal*, 54(4): 695-717.

Batt, Rosemary, Hiro Nohara, and Hyunji Kwon. 2010. "Employer Strategies and Wages in New Service Activities: A Comparison of Coordinated and Liberal Market Economies." *British Journal of Industrial Relations*, 48(2):400-35.

- Liu, Xiangmin, and Rosemary Batt. 2010. "How Supervisors Influence Performance: A Multi-level Study of Coaching and Group Management in Technology-mediated Services." *Personnel Psychology*, 63, 265–98. Finalist: 2011 HR Scholarly Achievement Award, Academy of Management.
- Batt, Rosemary, David Holman, and Ursula Holtgrewe. 2009. "The Globalization of Service Work: Comparative Institutional Perspectives on Call Centers." Introduction to a Special Issue of *Industrial and Labor Relations Review*. 62(4):453-88.
- Batt, Rosemary, and Hiro Nohara. 2009. "How Institutions and Business Strategies Affect Wages: A Cross National Study of Call Centers." *Industrial and Labor Relations Review*. 62(4):533-52.
- Doellgast, Virginia, Rosemary Batt, and Ole Sorensen. 2009. "National Differences, Institutional Change, and New Forms of Labour Market Segmentation: Evidence from European Call Centres." Introduction to a special issue of *European Journal of Industrial Relations*, 15(4):1-23.
- Liu, Xiangmin, and Rosemary Batt. 2007. "The Economic Payoffs to Informal Training in Routine Service Work." *Industrial and Labor Relations Review*. 61(1); 75-89.
- Batt, Rosemary. 2004. "Who Benefits from Teams? Comparing the Outcomes for Managers, Supervisors, and Workers." *Berkeley Journal of Industrial Relations*. 43(1): 183-213.
- Katz, Harry, Rosemary Batt, and Jeffrey Keefe. 2003. "The Revitalization of the CWA: Integrating Collective Bargaining, Political Action, and Organizing." *Industrial and Labor Relations Review*. 56(4) (July):573-590.
- Batt, Rosemary, and Monique Valcour. 2003. "Human Resource Practices as Predictors of Work/Family
- Batt, Rosemary. 2002. "Managing Customer Services: Human Resource Practices, Quit Rates, and Sales Growth." *Academy of Management Journal*, 45(3):587-597.
- Batt, Rosemary, Alex Colvin, and Jeffrey Keefe. 2002. "Employee Voice, Human Resource Practices, and Quit Rates: Evidence from the Telecommunications Industry." *Industrial and Labor Relations Review*. 55(4) (July):573-594.
- Colvin, Alex, Rosemary Batt, and Harry Katz. 2002. "How High Performance Human Resource Practices and Workforce Unionization Affect Managerial Pay." *Personnel Psychology*, 54(4): 903-35.
- Batt, Rosemary, and Lisa Moynihan. 2002. "The Viability of Alternative Call Center Production Models," *Human Resource Management Journal (HRMJ)*. October.
- Batt, Rosemary. 2001. "Explaining Intra-Occupational Wage Inequality in Telecommunications Services: Customer Segmentation, Human Resource Practices, and Union Decline." *Industrial and Labor Relations Review* 54(2A):425-49.
- Batt, Rosemary. 2001. "The Economics of Teams among Technicians." *British Journal of Industrial Relations* 39(1):1-25.

Batt, Rosemary. 2000. "Strategic Segmentation and Frontline Services: Matching Customers, Employees, and Human Resource Systems." *International Journal of Human Resource Management*. 11(3):540-61.

Batt, Rosemary. 1999. "Work Organization, Technology, and Performance in Customer Service and Sales." *Industrial and Labor Relations Review*, 52(4):539-564. (Reprinted in Samuel Estreicher, ed., Kluwer Publications. *Proceedings of the 52nd NYU Annual Conference on Labor Law*.)

Batt, Rosemary, and Owen Darbshire. 1997. "Institutional Determinants of Deregulation and Restructuring: Comparative International Evidence from Telecommunications Services." In Suzanne K. Smith and Adrienne M. Birecree, eds., *International Contributions to Labour Studies*, annual labor issue of the *Cambridge Journal of Economics*. December.

Batt, Rosemary, and Eileen Appelbaum. 1995. "Worker Participation in Diverse Settings: Does the Form Affect the Outcomes?" *British Journal of Industrial Relations*. 33(3):353-78.

Appelbaum, Eileen, and Rosemary Batt. 1993. "Policy Levers for High Performance Production Systems." In *International Contributions to Labour Studies*, annual labor issue of the *Cambridge Journal of Economics*.

Osterman, Paul, and Rosemary Batt. 1993. "Employer Centered Training for International Competitiveness." *Journal of Policy Analysis and Management* 12(3):456-477.

Chapters in Books

Appelbaum, Eileen, and Rosemary Batt. 2020. "The Potential for Good Jobs in Hospitals and Outpatient Care," In Paul Osterman, ed., *Creating Good Jobs: An Industry-Based Strategy*. Cambridge: MIT Press, pp. 145-186.

Batt, Rosemary, Tashlin Lakhani, JaeEun Lee, and Can Ouyang. 2020. "The Changing Nature of the Restaurant Industry: Implications for the Quality of Jobs, Wages, and Inequality," In Paul Osterman, ed., *Creating Good Jobs: An Industry-Based Strategy*. Cambridge: MIT Press, pp. 187-235.

Appelbaum, Eileen, and Rosemary Batt. 2019. "Are Lower Private Equity Returns the New Normal?" in M. Wright, K. Amess, N. Bacon, and D. Siegel, eds., *The Routledge Companion to Management Buyouts*. London: Routledge, pp. 248-277.

Batt, Rosemary. 2018. "The Financial Model of the Firm, the 'Future of Work', and Employment Relations," in A. Wilkinson, T. Dundon, J. Donaghey and A. Colvin, eds., *The Routledge Companion to Employment Relations*. London: Routledge, pp. 465-479.

Batt, Rosemary, and Eileen Appelbaum. 2017. "The Networked Organization: Implications for Jobs and Inequality," in D. Grimshaw, C. Fagan, G. Hebson and I. Tavora, eds., *Making Work More Equal: Understanding The International, Societal, And Systemic Effects On The Organisation Of Employment*. Manchester: Manchester University Press, pp 70-89.

Batt, Rosemary and Eileen Appelbaum. 2015. "Investors as Managers: How Private Equity Firms Manage Labor and Employment Relations," in Christian Weller, ed., *Inequality, Uncertainty, and*

Opportunity: The Varied and Growing Role of Finance in Labor Relations. Champaign-Urbana, Illinois: LERA.

Appelbaum, Eileen, Rosemary Batt, and Jae Eun Lee. 2014. "Financial Intermediaries in the United States: Development and Impact on Firms and Employment Relations," in Howard Gospel, Andrew Pendleton, and Sigurt Vitols, eds., *Financialization, New Investment Funds, and Labour: An International Comparison*. Oxford: Oxford University Press.

Batt, Rosemary, and Eileen Appelbaum. 2012. "Mondialisation, nouveaux acteurs financiers et changement institutionnel : réflexions sur l'héritage du LEST", in Mendez A., Tchobanian R., Vion A. (dir), *Travail, compétences et mondialisation. Les dynamiques sociétales en question*, Paris, Armand Colin, Coll Recherches p. 19-33.

Lloyd, Caroline, Claudia Weinkopf, and Rosemary Batt. 2010. "Restructuring Customer Service: Labor Market Institutions and Call Center Workers in Europe and the United States," in G. Bosch, J. Gautie, G. Mason, K. Mayhew, W. Salverda, J. Schmitt, and N. Westergaard-Nielsen, eds., *Low Wages in a Wealthy World*. New York: Russell Sage Foundation, pp 421-466.

Batt, Rosemary. 2007. "Service Strategies: Marketing, Operations, and Human Resource Practices," in Peter Boxall, John Purcell, and Patrick Wright, eds., *The Oxford Handbook of Human Resource Management*. Oxford: Oxford University Press.

Batt, Rosemary, Virginia Doellgast, and Hyunji Kwon. 2006. "Service Management and Employment Systems in U.S. and Indian Call Centers," in S. Collins and L. Brainard, eds., *Brookings Trade Forum 2005: Offshoring White-collar Work – The Issues and Implications*. Washington, D.C.: The Brookings Institution. [reprinted in Mohan Thite and Bob Russell, 2009. *The Next Available Operator: Managing Human Resources in Indian Business Process Outsourcing Industry*. Sage Publications].

Batt, Rosemary. 2004. "Introduction, Part I: The Division of Labor," in Stephen Ackroyd, Rosemary Batt, Paul Thompson, and Pam Tolbert, eds. *Oxford Handbook of Work and Organization*. London: Oxford.

Batt, Rosemary and Virginia Doellgast. 2004. "The Organization of Work," in S. Ackroyd, R. Batt P. Thompson, and P. Tolbert, *Oxford Handbook of Work and Organization*. London: Oxford University Press.

Batt, Rosemary, and Lisa Moynihan. 2003. "The Viability of Alternative Call Center Production Models," in Stephen Deery and Nick Kinnie, eds., *Call Centres and Human Resource Management: A Cross National Perspective*. London: Palgrave Macmillan (reprint of *HRMJ* article).

Batt, Rosemary, Larry Hunter, and Steffanie Wilk. 2003. "How and When Does Management Matter? Job Quality and Career Opportunities for Call Center Workers," in Eileen Appelbaum, Annette Bernhardt, and Richard Murnane, eds., *Low Wage America: How Employers are Reshaping Opportunity in the Workplace*. New York: Russell Sage Foundation.

Batt, Rosemary, and Virginia Doellgast. 2003. "Organizational Performance in Services," in David Holman, Toby Wall, Chris Clegg, Paul Sparrow, and Ann Howard, eds., *The New Workplace: People,*

Technology, and Organization: A Handbook and Guide to the Human Impact of Modern Working Practices. England: Wiley and Sons.

Roehling, Pat, Rosemary Batt, and Phyllis Moen. 2003. "When Work Spills Over into Home and Home Spills Over into Work," in Phyllis Moen, ed., *It's About Time: Adaptive Strategies Over the Life Course*. Ithaca: Cornell University Press.

Valcour, Monique, and Rosemary Batt. 2003. "The Family-Responsive Employer: A Definition and Empirical Test," in Phyllis Moen, ed., *It's About Time: Couples and Careers: Adaptive Strategies Over the Life Course*. Ithaca: Cornell University Press.

Keefe, Jeffrey, and Rosemary Batt. 2002. "Telecommunications Services: Union-Management Relations in an Era of Industry Re-Consolidation," in Paul Clark, John Delaney, and Ann Frost, eds., *Collective Bargaining: Current Developments and Future Challenges*. Madison, Wisconsin: IRRA.

Batt, Rosemary, and Theresa Welbourne. 2002. "Revisiting the Union-Performance Relationship: Evidence from Entrepreneurial Firms," in Jerome Katz and Theresa Welbourne, eds., *Managing People in Entrepreneurial Organizations: Advances in Entrepreneurship, Firm Emergence, and Growth*. Vol 5. JAI Press.

Batt, Rosemary, and Owen Darbishire. 2001. "Deregulation and Restructuring in Telecommunications Services in the United States and Germany," in Kirsten Wever, ed., *Labor, Business, Banks, and Change in Germany and the United States*. Kalamazoo, MI: W.E. UpJohn Press.

Batt, Rosemary. 2000. "Labor Market Institutions and Restructuring in Deregulated Telecommunications Services," in Peter Berg, ed., *Creating Competitive Capacity*. Berlin: edition sigma Verlag.

Batt, Rosemary, and Jeffrey Keefe. 1999. "Human Resource and Employment Practices in Telecommunications Services." In Peter Cappelli, ed., *Employment Practices and Business Strategy*. Oxford: Oxford University Press.

Keefe, Jeffrey, and Rosemary Batt. 1997. "The United States," in H. Katz, ed., *Telecommunications: Restructuring of Work and Employment Relations Worldwide*. Ithaca: Cornell University ILR Press.

Batt, Rosemary. 1996. "The Changing Nature of Managerial Jobs: Evidence From Telecommunications Services," in Paul Osterman, ed., *Broken Ladders: Changing Managerial Careers and Internal Labor Markets*. Oxford: Oxford University Press.

Kochan, Thomas, Lee Dyer, and Rosemary Batt. 1992. "International Human Resource Studies: A Framework for Future Research," in D. Lewin, P. Scherer, and O. Mhell, eds., *The Future of Industrial Relations and Human Resource Management Research*, pp. 309-337. Madison, WI: IRRA.

Other Articles and Proceedings

Batt, Rosemary, and Eileen Appelbaum. 2024. "The Agency Costs of Private Equity," in Benjamin Hammer and Douglas Cummings, *The Palgrave Encyclopedia of Private Equity*. Springer Nature.

Batt, Rosemary. 2023. "New Perspectives on Private Equity Performance and Impact." Book Review. *Finance and Society*.

Batt, Rosemary, and Eileen Appelbaum. 2022. "Industry Restructuring and Hospital Consolidation: The Impact on Healthcare Employees and Patient Care." A Report to the Spitzer Family Trust. August 3.

Batt, Rosemary, and Eileen Appelbaum, with Tamar Katz. 2022. "The Role of Public REITs in Financialization and Industry Restructuring." Institute for New Economic Thinking and Center for Economic and Policy Research. [Working Paper](#). July.

Batt, Rosemary, and Eileen Appelbaum. 2021. "Private equity in health care: Profits before patients and workers." *LERA Perspectives on Work*. October.

Appelbaum, Eileen, and Rosemary Batt. 2020. "Private Equity Buyouts in Healthcare: Who Wins, Who Loses?" Institute for New Economic Thinking and Center for Economic and Policy Research. Working Paper 118. March 15. <https://www.ineteconomics.org/perspectives/blog/private-equity-buyouts-in-healthcare-who-wins-who-loses>

Appelbaum, Eileen, and Rosemary Batt. 2020. "Why it's So Hard to End Surprise Medical Bills." Washington, D.C.: Center for Economic and Policy Research. February. <https://cepr.net/wp-content/uploads/2020/02/2020-02-Surprise-Medical-Bills-Appelbaum-and-Batt.pdf>

Batt, Rosemary. 2019. "LERA's Identity Crisis at 75." *LERA Perspectives on Work*. Vol 23. <http://www.lerachapters.org/OJS/ojs-2.4.4-1/index.php/LERAMR/issue/view/584/showToc>

Appelbaum, Eileen, and Rosemary Batt. 2019. "Private Equity and Surprise Medical Billing: How Investor-owned Physician Practices Are Driving up Healthcare Costs." 2019. Institute for New Economic Thinking. September 4. <https://www.ineteconomics.org/perspectives/blog/private-equity-and-surprise-medical-billing>

Lee, Jae Eun, and Rosemary Batt. 2019. "What's HR Got to do with it? A Look at its Effects on the Bottom Line in Service-Based Organizations." CAHRS Research Link. March 3. <http://est05.esalestrack.com/eSalesTrack/Content/Content.ashx?file=4b17c345-857f-42bd-b84b-4762ea190d0a.pdf>

Appelbaum, Eileen, and Rosemary Batt. 2017. "How Private Equity Firms are designed to Earn Big While Risking Little of Their Own." *LSE Business Review*. January 23. <https://blogs.lse.ac.uk/businessreview/2017/01/23/how-private-equity-firms-are-designed-to-earn-big-while-risking-little-of-their-own/>

Appelbaum, Eileen, and Rosemary Batt. 2016. "What is Private Equity and why does it Matter?" *Perspectives on Work*. Champaign-Urbana, Ill: Labor and Employment Relations Association.

Batt, Rosemary. 2012. "The Globalization of Service Work: Comparative Institutional Perspectives on Call Centers." *Perspectives on Work*. Champaign-Urbana, Ill: Labor and Employment Relations Association.

Rousseau, Denise, and Rosemary Batt. 2007. "Global Competition's Perfect Storm: Why Business and Labor Cannot Solve their Problems Alone." *Academy of Management Perspectives* 21(2):16-23.

Batt, Rosemary. "Electronic Monitoring and Control at Work: The Industrialization of Service Work Who is it good for?" *Perspectives on Work*. Champaign-Urbana, Ill: Labor and Employment Relations Association.

Appelbaum, Eileen, Rosemary Batt, and Carrie Leana. 2003. "Social Capital at Work," *Perspectives on Work*. Champaign-Urbana, Ill: Labor and Employment Relations Association.

van Jaarsveld, Danielle, and Rosemary Batt. 2002. "Changes in Employment and Working Conditions among Technical & Professional Workers." *Proceedings of the 54th Annual Meetings of the IRRA*. Madison, WI: IRRA Series.

Batt, Rosemary. 1999. "Changing Internal Labor Markets in Service and Sales Occupations." Symposium on the Changing Nature of Industrial Relations and Work in the Telecommunications Industry. *Proceedings of the 51st Annual Meetings of the IRRA*. Madison, WI: IRRA Series.

Batt, Rosemary, and Michael Strausser. 1998. "Labor Market Outcomes of Deregulation in Telecommunications Services." *Proceedings of the 50th Annual Meetings of the IRRA*. Madison, WI: IRRA Series.

Batt, Rosemary. 1996. "The Outcomes of Self-Directed Teams in Services." Paper presented in the Session on "Work Redesign in the Service Sector." *Proceedings of the Forty-Eighth Annual Meeting of the IRRA*. Madison, WI: IRRA Series.

Wever, Kirsten, Rosemary Batt, and Saul Rubenstein. 1996. "Innovation in Isolation: Labor-Management Partnerships in the United States," Monograph prepared for the International Labor Organization, Geneva. *Economic and Labour Relations Review*. Summer.

Work in Progress

Han, Sang Hoon, and Rosemary Batt. "Private Equity in Korea." Under Review.

Lakhani, Tashlin, Can Ouyang, Hyesook Chung, and Rosemary Batt. "Franchisor Control Mechanisms and Managerial Jobs in Franchisee Units." Under Review

Schmitt, John, Eileen Appelbaum, and Rosemary Batt. "Gender Wage Gaps in Health Care Occupations." Working Paper.

Technical Reports and White Papers

Batt, Rosemary, and Eileen Appelbaum. 2025. "Healthcare Financialization through Health IT, Part I: Lessons from Electronic Health Systems," February 11. CEPR Working Paper.
<https://cepr.net/publications/financialization-through-health-it-part-1/>

Batt, Rosemary, and Eileen Appelbaum. 2025. "Healthcare Financialization through Health IT, Part II: From Electronic Health Systems to AI." February 11. CEPR Working Paper.
<https://cepr.net/publications/healthcare-financialization-through-information-technology-part-2/>

Appelbaum, Eileen, Emma Curchin, and Rosemary Batt. 2024. July 25. "Structural Determinants of Health: Unequal Capital Investments Drive Health Inequities." <https://cepr.net/report/structural-determinants-of-health-hospitals-unequal-capital-investments-drive-health-inequities/>

Appelbaum, Eileen, and Rosemary Batt. 2023. "Public Funds for Private Gain: Taxpayer Financed Capitalism in U.S. HealthCare." Report to Arnold Ventures. December 31.

Appelbaum, Eileen, Rosemary Batt, with Emma Curchin. 2023. Profiting at the Expense of Seniors: The Financialization of Home Health Care. Washington, DC.: Center for Economic and Policy Research. Working Paper. September. <https://cepr.net/press-release/profitting-at-the-expense-of-seniors-the-financialization-of-home-health-care/>

Batt, Rosemary, and Eileen Appelbaum, with Quynh Trang Nguyen. 2023. "Pocketing Money Meant for Special Needs Kids: Private Equity in Autism Services." Washington, DC.: Center for Economic and Policy Research. Working Paper. June 21. <https://cepr.net/report/pocketing-money-meant-for-kids-private-equity-in-autism-services/>

Appelbaum, Eileen, and Rosemary Batt, with Emma Curchin. 2023. Preying on the Dying: Private Equity Gets Rich in Hospice Care. Washington, DC.: Center for Economic and Policy Research. April. Working Paper. <https://cepr.net/report/preying-on-the-dying-private-equity-gets-rich-in-hospice-care/>

Appelbaum, Eileen and Rosemary Batt. 2023. "The New Hospital at Home Movement: Opportunity or Threat for Patient Care?" Washington, DC.: Center for Economic and Policy Research. January <https://cepr.net/report/the-new-hospital-at-home-movement-opportunity-or-threat-for-patient-care/>

Batt, Rosemary, and Eileen Appelbaum, with Tamar Katz. 2022. "The Role of Public REITs in Financialization and Industry Restructuring." Institute for New Economic Thinking and Center for Economic and Policy Research. [Working Paper](#). July.

Batt, Rosemary, and Eileen Appelbaum. 2022. "Hospital Consolidation and Concentrated Employer Power: The Impact on Healthcare Employees and Patient Care. A Report to Arnold Ventures." Working Paper. August 2.

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September 17, 2019. Professor Rosemary Batt ILR School Cornell connects Surprise Medical Billing and Private Equity? Private Equity Tries to Protect another Profit Center. The attitude with arnie arnesen.

Producer Ken Barnes. Streaming live at wnhnmf.org

August 29, 2019. Panera is losing nearly 100% of its workers every year as fast-food turnover crisis

worsens. <https://www.cnn.com/2019/08/29/fast-food-restaurants-in-america-are-losing-100percent-of-workers-every-year.html>

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UFCW News. 2019. "How Cerberus Capital Management Threatens the Future of Safeway." July 29.

<http://www.ufcw400.org/2019/07/29/safeway-undermined-by-private-equity-plunderers/>

July 10, 2019. The healthcare industry is growing, but not all jobs are equal. For Hahnemann workers,

what are the prospects? *Philadelphia Inquirer*. <https://www.inquirer.com/news/hahnemann-closure-workers-union-jobs-pay-20190710.html>

[workers-union-jobs-pay-20190710.html](https://www.inquirer.com/news/hahnemann-closure-workers-union-jobs-pay-20190710.html)

April 27, 2019: Private Equity Pillage. Live Radio Interview on "This is Hell." <https://www.thisishell.com/>

March 21, 2019: Serving is skilled labor. *The Outline*. <https://theoutline.com/post/7227/restaurant-work-is-skilled-labor>

[work-is-skilled-labor](https://theoutline.com/post/7227/restaurant-work-is-skilled-labor)

October 25, 2018: Private Equity Pillage: Grocery Stores and Workers at Risk. On 'Attitude with Arnie

Arnesen on wnhnmf.org

September 4, 2018: “Why work has failed us: Because companies aren’t sharing the profits.” *Fast Company*. <https://www.fastcompany.com/90227917/toys-r-us-private-equity-and-stagnant-salaries>

April 30, 2018: Testimony of Rosemary Batt, Professor of Human Resource Studies Department, ILR School, Cornell University NYSDOL Hearing on Raising the Minimum Wage for Tipped Workers Gateway Center, Syracuse, NY. April 30, 2018. @NYSLabor: Rose, a professor of human resource studies at @cornellilr, has been conducting research on the restaurant industry... <https://t.co/TbzEfb26r2>

December 1, 2017. “Why companies and media organizations are taking days, not months, to act on sexual allegations.” *LA Times*. <http://www.latimes.com/business/la-fi-lauer-keillor-company-response-20171201-story.html>

November 29, 2017. Robert Kuttner. “Trump Ran for the ‘Forgotten.’ Then He Forgot Them.” *New York Times*. <https://www.nytimes.com/2017/11/29/opinion/trump-wall-street-tax.html?action=click&pgtype=Homepage&clickSource=story-heading&module=opinion-c-col-right-region®ion=opinion-c-col-right-region&WT.nav=opinion-c-col-right-region>

October 19, 2017. “Now hiring — Wells Fargo seeks overseas call center workers as it slashes US jobs.” *Charlotte Observer*. <https://www.charlotteobserver.com/news/business/banking/article179747451.html>

October 10, 2017. “Toys R Us and the Trump Voter.” *The New Yorker*. <https://www.newyorker.com/magazine/2017/10/09/toys-r-us-and-the-trump-voter>

July 5, 2017. Who is Wilbur Ross? ILR Prof Rosemary Batt profiles #POTUS secretary of commerce via @theprospect

May 25, 2016. Spotlight: Wharton Business Radio, hosted by Dan Loney. <https://businessradio.wharton.upenn.edu/episodes/knowledge-wharton-may-25-2016/>

December 14, 2015. Appelbaum, E., and R. Batt. “Private equity funds are a bad deal for retired state workers.” *Sacramento Bee*. <http://www.sacbee.com/opinion/op-ed/soapbox/article49399915.html>

December 9, 2015. Appelbaum, E. and R. Batt. Guest Blog for Beat the Press.

December 9, 2015. Appelbaum, E. and R. Batt. “Proposed Changes to CalPERS Private Equity Policy Put Public Sector Workers’ Retirement Savings at Risk.” Blogpost. Washington, D.C.: Center for Economic Policy Research.

November 16, 2015. Appelbaum, E. and R. Batt. “Performance of Private Equity Investments of the California Public Employees Retirement System: What are the Issues?” <http://cepr.net/blogs/cepr-blog/performance-of-private-equity-investments-of-the-california-public-employees-retirement-system-what-are-the-issues>

January 23, 2015. Appelbaum, E. and R. Batt. “How private equity firms are designed to earn big while risking little of their own.” *LSE Business Review* blog. <http://blogs.lse.ac.uk/businessreview/2017/01/23/how-private-equity-firms-are-designed-to-earn-big-while-risking-little-of-their-own/>

September 28, 2014. "Why multinationals aren't adding U.S. jobs." *USA Today*
<http://www.usatoday.com/story/money/business/2014/09/28/multinational-companies-arent-adding-jobs/16147267/>

September 20, 2014. Batt, Rosemary. "ATT has an Ally in Unions." *Dallas News*.
<https://www.dallasnews.com/business/business/2014/09/20/schnurman-att-has-an-ally-in-unions>

May 16, 2014. Appelbaum, E. and R. Batt. "The Real Lesson from the EFH Bankruptcy."
http://www.huffingtonpost.com/eileen-appelbaum/efh-bankruptcy_b_5339343.html?1400266461

February 23, 2006. NPR Interview. "Call Center Outsourcing."

January 6, 2003. NPR Morning Edition Interview. "Profile: Customer Service Call Centers and The Level of Service They Provide."

Academic and Public Presentations

Batt, Rosemary. 2025. "Patients, or Profit Centers? Financialization of Health, Medicines, and Healthcare," Featured Panel on Financialization in Health. SASE. July 9, Montreal, Quebec.

Batt, Rosemary. 2025. "Financialization in U.S. Healthcare," Presentation to the Physicians for National Health Program Summer Internship Program, July 3.

Batt, Rosemary. 2025. "Financialization in U.S. Healthcare," Presentation to the Boston Bar Association, June 4.

Batt, Rosemary. 2025. "Healthcare in the Age of Finance Capital," Boston University Health Law Program, April 3.

Batt, Rosemary. 2025. "Financialization in U.S. Healthcare," Milton Derber Lecture. University of Illinois School of Labor and Employment Relations, March 28.

Batt, Rosemary. 2024. "Steward Healthcare Bankruptcy: Healthcare Financialization in Action." Organizational Professionalism Symposium, Academic Council of Graduate Medical Education, Chicago Conference Center, June 12.

Batt, Rosemary Batt, Toby Mountjoy, and Melissa Olive. 2024. "Private Equity in ABA." Annual Meetings of the Autism Partnership Foundation, Los Angeles, April 19.

Appelbaum, E., and R. Batt. 2023. Hospital at Home. Presentation at the Virtual Advanced Healthcare at Home Summit, July 14. <https://healthcareathomesummit.com/>

Batt, Rosemary, and Eileen Appelbaum with Tamar Katz. 2023. "The Role of Public REITs in Financialization and Healthcare Restructuring." Paper presented at the 2023 AcademyHealth Annual Research Meeting, Seattle, June 26. <https://academyhealth.org/events/2023-06/2023-annual-research-meeting>

Batt, Rosemary, and Eileen Appelbaum. 2021. "Hospital Ownership and Financial Stability: A Matched Case Comparison of a Non-Profit and Private Equity Owned Health System." 73rd Annual Meeting of the Labor and Employment Relations Association. June.

Lakhani, Tashlin, and Rosemary Batt. 2021. "How Do Franchise Brand Requirements and Unit Characteristics Affect HRM? Evidence from the Fast Food Industry." 73rd Annual Meeting of the Labor and Employment Relations Association. June.

Ouyang, Can, and Rosemary Batt. 2021. "How does the growth of franchise chains affect franchisees' investment in HR management?" 73rd Annual Meeting of the Labor and Employment Relations Association. June.

Batt, Rosemary, John Kallas, and Eileen Appelbaum. 2019. "Institutional Legacies and Social Unionism in Healthcare: Bringing Employers Back in." Society for Advancement of Socio-economics, June 27, NYC.

Batt, Rosemary, John Kallas, and Eileen Appelbaum. 2019. "Institutional Legacies and Social Unionism in Healthcare: Bringing Employers Back in." LERA Annual Meetings, June 15, Cleveland, Ohio.

Batt, Rosemary, John Kallas, and Eileen Appelbaum. 2019. "Institutional Legacies and Social Unionism in Healthcare: Bringing Employers Back in." Labor Research Action Network Conference, June 12, Cleveland, Ohio.

Batt, Rosemary, John Kallas, and Eileen Appelbaum. 2019. "Institutional Legacies, Union Power, and Organizational Restructuring in Healthcare." Conference on Consequences of Changes in Healthcare Rutgers University. January 11.

Batt, Rosemary. 2018. "The Agency Costs of Private Equity: Why do Pension Funds Still Invest?" Boston University School of Law. Annual Law Review Symposium, "Institutional Investor Activism in the Trump Era: Responses to a Changing Landscape." November 16-17.

Batt, Rosemary. 2017. "Why Do Pension Funds Continue to Invest in Private Equity? Yale Law School Conference, Private Funds Conference: Private Equity, Hedge Funds, Venture Capital. November 16.

Batt, Rosemary, and Eileen Appelbaum. 2017. "The Networked Organisation: Implications for Jobs and Inequality." Festschrift in honor of Jill Rubery, University of Manchester, September 13.

Appelbaum, Eileen, and Rosemary Batt. 2017. "Paying More for Less: Why invest in private equity?" LERA 69th Annual Meeting, Anaheim CA, June 3.

Batt, Rosemary, and Tashlin Lakhani. 2017. "Franchising, Job Quality, and the Role of Franchisers: Evidence from the U.S. Restaurant Industry." Symposium on Franchising. Academy of Management Annual Meetings, Atlanta, GA.

Batt, Rosemary, and Tashlin Lakhani. 2016. "The U.S. Restaurant Industry: Franchise Ownership and its Effects on Human Resource Practices and Job Quality." LERA 68th Annual Meeting (Minneapolis, MN, May).

Bernhardt, Annette, Rosemary Batt, Susan Houseman, & Eileen Appelbaum. 2015-16. "Domestic Outsourcing in the U.S.: A Research Agenda to Assess Trends and Effects on Job Quality." Presented at: Berkeley IRLE Workshop (December, 2015); the Future of Work Symposium, U.S. Department of Labor, Washington DC, (December, 2015); Washington Center for Equitable Growth (March, 2016); LERA 68th Annual Meeting (May, 2016).

Appelbaum, Eileen, and Rosemary Batt. 2014-15. *Private Equity at Work*. Book Presentations at: UC Berkeley, UCLA, MIT, Harvard, Wharton, ILR Compensation Institute NYC, Private Equity Growth Council, among others.

Appelbaum, Eileen, and Rosemary Batt. 2015. Author Meets Critics: *Private Equity at Work* by Eileen Appelbaum and Rosemary Batt. SASE Annual Conference. July 2-4, 2015. London School of Economics and Political Science.

Appelbaum, Eileen, and Rosemary Batt. 2015. Author Meets Critics: *Private Equity at Work* by Eileen Appelbaum and Rosemary Batt. LERA 67th Annual Meeting, May 28-31, 2015, Pittsburgh, PA

Batt, Rosemary, and Eileen Appelbaum. 2015. Investors as Managers: How Private Equity Firms Manage Labor and Employment Relations. Eastern Economics Association Annual Meetings, February 27-29, Sheraton Hotel, NYC.

Lee, Jae Eun, and Rosemary Batt. 2014. Managing Multiple Employee Groups and Its Consequences. Annual Academy of Management Meetings, August 2-7, Philadelphia, PA.

Lee, Jae Eun, and Rosemary Batt. 2014. The Restaurant Industry: Managing different occupational groups and its consequences. LERA 66th Annual Meeting, May 31-June 2, Portland, Oregon.

Appelbaum, Eileen, and Rosemary Batt. 2011. "New Financial Actors & Employment Relations: A Comparison of Private Equity in the US & EU." 63rd Annual Meetings, LERA. Denver, CO.

Batt, Rosemary. 2008. "Globalization and U.S. Labor Markets: Evidence from the Call Center Sector." Annual Meetings, American Sociological Association. Boston, MA. August.

Batt, Rosemary. 2008. "A Comparison of Wages in European Call Centers." Symposium on *Low Wage Work in Europe*. Eastern Sociological Association Annual Meetings, New York City, Feb. 23.

Batt, Rosemary, and Mallika Banerjee. 2008. "How relevant is Human Resource Studies for the 21st Century." 60th annual meeting, LERA. New Orleans, LA. Jan. 6.

Batt, Rosemary. 2008. "Globalization & U.S. Labor Markets: Evidence from the Call Center Sector." 60th annual meeting, LERA. New Orleans, LA. Jan. 6.

Mane, Ferran, and Rosemary Batt. 2008. "HR Practices and Innovation in Catalan Small Enterprises." International Workshop: The Process of Innovation: Skills, Firms, and Locational Advantage. Rovira i Virgili University. July 3-4.

Batt, Rosemary. 2007. "Comparative International Research Strategies." Sloan Industry Studies Conference, Boston, MA: April 25-6.

- Liu, Xiangmin, and Rosemary Batt. 2006. "Putting Training into Context: A cross-Level, Longitudinal Investigation of Training Effectiveness. Annual meeting, AOM, Atlanta, Georgia, Aug. 5-10.
- Batt, Rosemary. 2005. "The Global Call Center Industry." Sloan Industry Studies Conference, Boston, MA. December.
- Colvin, Alex, Rosemary Batt, and Jeffrey Keefe. 2005. "The Impact of Employee Voice and Control Mechanisms on Voluntary Turnover and Workplace Behaviors". Annual meeting, AOM, Honolulu, Hawaii, Aug. 5-10.
- Liu, Xiangmin, and Rosemary Batt. 2005. "Optimizing Individual and Team Training Effectiveness", Annual meeting, AOM, Honolulu, Hawaii, Aug. 5-10.
- Kim, Sunghoon, Rosemary Batt, and Quinetta Roberson. 2005. "Being Different in a Different Workplace: A Multilevel study of Demographic Diversity, Group Heterogeneity, and Performance." Annual meeting, AOM, Honolulu, Hawaii, Aug. 5-10.
- Batt, Rosemary, Virginia Doellgast, and Hyunji Kwon. 2005. "Service Management and Employment Systems in U.S. and Indian Offshore Call Centers." Brookings Trade Forum 2005: Offshoring White-collar Work – The Issues and Implications. June.
- Batt, Rosemary, and Stephen Wood. 2005. "A Comparison of US and UK Call Centers." 57th annual meeting, IRRA, Philadelphia, PA. Jan. 7.
- Valcour, Monique, and Rosemary Batt. 2004. "Work Exhaustion, Organizational Commitment, and Work-Life Integration." Symposium on Work-Family Practices: A Pragmatic Perspective. Annual meeting, AOM, New Orleans, LA. Aug. 10.
- Moynihan, Lisa, and Rosemary Batt. 2003. "HR Practices as Antecedents of Knowledge-Sharing." Paper presented at the Symposium on Social Capital and Human Resource Practices. 55st Annual Meetings of the IRRA, Washington, D.C., January 3-5.
- van Jaarsveld, Danielle, and Rosemary Batt. 2002. "Changes in Employment and Working Conditions Among Technical & Professional Workers." Paper presented at the 54st Annual Meetings, IRRA, Atlanta, GA, January 3-6.
- Batt, Rosemary, Danielle van Jaarsveld, and Susan Christopherson. 2002. "Professional Associations as Labor Market Intermediaries in New Media Industries." Paper presented at the 54st Annual Meetings of the IRRA, Atlanta, GA, January 3-6.
- Wilk, Steffanie, Larry Hunter, and Rosemary Batt. 2002. "Moving Up from the Bottom: The Impact of Training and Skills on Mobility in Call Centers." 54st annual meetings, IRRA, Atlanta, GA, Jan. 3-6.
- Valcour, Monique, and Rosemary Batt. 2001. "Objective and Subjective Career Success Among Call Center Employees." Annual meeting, AOM, Washington, D.C., August 6.
- Moynihan, Lisa, and Rosemary Batt. 2001. "The Impact of Team-based Work Systems in Call Centers on Worker Outcomes." 53rd annual meeting, IRRA, New Orleans, LA, January.

- Stevens, Jennifer, and Rosemary Batt. 2001. "A Longitudinal Study of Outcomes for Workers in Team-based Work Systems." 53rd annual meeting, IRRA, New Orleans, LA, January.
- Batt, Rosemary, Hunter, Chip, and Steffanie Wilk. 2001. "The Quality of Jobs and Mobility Opportunities for Low Skilled Service Workers." 53rd annual meeting, IRRA, New Orleans, LA, Jan.
- Batt, Rosemary, and Monique Valcour. 2000. "Workplace Flexibility, Work-Family Integration, and Employee Turnover." Annual meeting, AOM, Toronto, Ontario, Aug. 6-9.
- Moynihan, Lisa, and Rosemary Batt. 2000. "Antecedents and Consequences of Transactive Memory in Service Teams: Theory and Scale Development." Annual meeting, AOM, Toronto, Ontario, Aug. 6-9.
- Batt, Rosemary, Alex Colvin, and Jeffrey Keefe. 2000. "Institutions Facilitating Employee Voice and Exit." Paper prepared for the Symposium, Inside the Black Box: Work Organization, Wages, and Other Labor Market Outcomes. 52nd annual meeting, IRRA, Boston, Mass., January.
- Batt, Rosemary. 2000. "Explaining Intra-Occupational Wage Variation: The Role of Business Strategy and Human Resource Practices." Paper prepared for the Symposium, Industry Studies of Wage Inequality. 52nd annual meeting, IRRA, Boston, Mass., January.
- Batt, Rosemary. 1999. "Determinants of Human Resource Practices in Telecommunications Services." Paper prepared for the Joint HR/OB Symposium, "What Explains the Adoption of High Involvement Work Practices in Services?" Annual meeting, AOM, Chicago, Illinois. Aug. 8-12.
- Batt, Rosemary, Harry Katz, and Jeffrey Keefe. 1999. "The Strategic Initiatives of the CWA: Organizing, Politics, and Collective Bargaining." "Symposium on Changing Employment Relations and New Institutions of Representation," Sloan School of Management, MIT, May 25-26.
- Batt, Rosemary. 1999. "Explaining Intra-Occupational Wage Variation: The Role of Business Strategy and Human Resource Practices." Workshop "Industry Studies of Wage Inequality," sponsored by the Alfred P. Sloan Foundation & the Human Resource Network, March 26-27, U. Wisconsin-Madison.
- Batt, Rosemary. 1999. "Changing Internal Labor Markets in Service and Sales Occupations." 51th annual meeting, IRRA, New York City, January.
- Batt, Rosemary. 1998. "Labor Market Institutions and Restructuring in Deregulated Telecommunications Services." Conference: "Germany's Competitive Capacity: Reassessing the Role of Labor Market Institutions in the New Economy." Economic Policy Institute, Washington, D.C., Oct. 22.
- Batt, Rosemary. 1998. "Strategy in Context: Strategic Segmentation and HR Practices in Service Delivery." Conference: "The Service Workplace," Wharton, U. of Pa. Philadelphia, PA, Oct. 16-17.
- Batt, Rosemary. 1998. "Determinants of Human Resource Practices in Telecommunications Services." Paper prepared for the Joint HR/OB Symposium, "What Explains the Adoption of High Involvement Work Practices in Services?" Annual meeting, AOM, San Diego, California. Aug. 8-12.

Batt, Rosemary. 1998. "Effects of Work-Family Benefits on Absenteeism and Long-term Attachment." Paper prepared for the Joint Symposium, "When Does the Professional Become Personal (and Visa Versa)?" Annual meeting, AOM, San Diego, California. Aug. 8-12.

Batt, Rosemary, and Michael Strausser. 1998. "Labor Market Outcomes of Deregulation in Telecommunications Services." Paper prepared for the Symposium, "The Impact of Restructuring on the Labor Market: Evidence from Firm-Level Studies in the Service Sector." 50th annual meeting, IRRA, Chicago, Ill. Jan. 3-5.

Batt, Rosemary. 1997. "Deregulation, HR Strategies, & Labor Market Outcomes in Telecommunications Services." Annual meeting, AOM, Boston, MA. Aug. 8.

Batt, Rosemary. 1997. "Symposium on Work Restructuring and Work/Family Conflict." 49th annual meeting of the IRRA. New Orleans, La. January 4.

Batt, Rosemary. 1996. "Performance of Self-Directed Teams in the Context of Downsizing: Evidence from Telecommunications Services." Showcase Symposium, "Employment Practices and Organizational Performance in the Midst of Change. Annual meeting, AOM, Cincinnati, Ohio. August.

Batt, Rosemary. 1996. "Comparing Team-Based Work Systems in Manufacturing and Services." Paper presented in the Session on "High Performance Work Transformations in Advanced Manufacturing." Annual meeting, American Association for the Advancement of Science. Baltimore, MD., Feb. 8-13.

Batt, Rosemary. 1995. "Assessing Change in the Service Sector." Workshop on Economic Adjustment and Mutual Learning, USA-Germany. Wissenschaftszentrum Berlin. December 15-16.

Batt, Rosemary, and Eileen Appelbaum. 1995. "Worker Participation in Diverse Settings: Does the Form Affect the Outcomes?" 10th World Congress, IRRA, Washington, D.C., May 31-June 4.

Teaching

Undergraduate

Human Resource Management; The Design of Work Systems: Comparative International Perspectives; Work, Labor, and Capital in the Global Economy; Globalization at Work; Working in the New Economy: The Sociology of Work; Globalization and Financialization at Work.

Professional Masters

Strategic Human Resource Management; Semester in Manufacturing; Competing in Services; Globalization and HR Strategy; HR Implications of Mergers & Acquisitions.

PhD Seminars

Comparative Work Systems and Industrial Performance; Interdisciplinary Perspectives on the Organization of Work; Comparative Institutional Perspectives on Work and Employment

European School of Management (Ecole Supérieure de Commerce de Paris)

Professional Masters Program (Jan.-Feb., 2009).

Grants, Fellowships

Grant Award. 2022. "The Impact of Private Equity on Healthcare Providers: Industry Restructuring, Organizational Change and Patient Outcomes." Arnold Ventures. \$298,792.

Grant Award. 2021. "Private Equity Preys on the Most Vulnerable: Financial Penetration into Behavioral Health, Homecare, and Hospice." Omidyar Foundation. \$221,375.

Grant Award. 2020. "The Role of Public Real Estate Investment Trusts (REITS) in Financialization and Wealth Extraction." Institute for New Economic Thinking Foundation. \$49,000.

Grant Award. 2020. "Private Equity Ownership of Cheese and Milk Processing Operations and the Pandemic." Institute for New Economic Thinking Foundation. \$10,000.

Grant Award. 2019. "Financialization and Restructuring of Hospitals and Health Systems." Spitzer Family Charitable Trust. October. \$150,000.

Grant Award. 2019. "Hospital Market Consolidation and Health Care Worker Wages." Arnold Ventures, LLC. \$250,000.

Grant Award. 2019. "Franchising and Labor Market Outcomes. Alfred P. Sloan Foundation. \$132,000.

Grant Award. 2019. "HR Management Practices, Employee Turnover, and Unit Performance in the Restaurant Industry" CAHRS grant. \$65,134.

Grant Award. 2018. "Private Equity's Engagement with Health Care." Institute for New Economic Thinking Foundation. \$49,800.

Grant Award. 2016. "Organizational Restructuring in U.S. Health Care Systems: Implications for Low Wage Workers." Kellogg Foundation. \$250,000.

Grant Award. 2015. "Franchising and Low Wage Work." Russell Sage Foundation. \$136,000.

Grant Award. 2014. "Working Group on Franchising." Russell Sage Foundation. \$24,000.

Grant Award. 2014. "Working Group on Domestic Contracting." Russell Sage Foundation. \$27,000.

Grant Award. 2014. "Private Equity at Work." Russell Sage Foundation. \$30,000.

Grant Award. 2013. "Private Equity at Work." Russell Sage Foundation. \$35,000.

Grant Award. 2012. "The Role of Financial Intermediaries in the Health Care Sector." Alfred P. Sloan Foundation (with Eileen Appelbaum). \$124,851.

Grant Award. 2012. "What Shapes Adoption and Outcomes of HR Management Practices in the Restaurant Industry?" CAHRS, Cornell University (with John Hausknecht). \$33,000.

Grant Award. 2012. "Employment Practices, Turnover, and Customer Service in the Restaurant Industry," Rockefeller Foundation (with John Hausknecht). \$199,967.

Grant Award. 2012. "Private Equity at Work." Russell Sage Foundation. \$35,000.

Grant Award. 2007. Alfred P. Sloan Foundation, Industry Studies Conference November. \$384,000.

Grant Award. 2007. Alfred P. Sloan Foundation, Industry Studies Conference July. \$41,000.

Grant Award. 2006. Alfred P. Sloan Foundation, Industry Studies Grant for Conference: Global Call Center Industry. November. \$35,000.

Grant Award. 2006. Rosemary Batt, Mingwei Liu, Xiangmin Liu, and Sunghoon Kim. 2006. "Corporate Strategy, Institutional Pressures, and Human Resource Practices in China," CAHRS, ILR School, Cornell University (\$15,000).

Grant Award. 2005. Rosemary Batt. "Global Call Center Industry Project." CAHRS, ILR School, Cornell University (\$22,000).

Grant Award. 2004. Rosemary Batt. "The Global Call Center Industry Project: Supplemental Award." Russell Sage Foundation (\$83,000).

Grant Award. 2003. Rosemary Batt. "The Global Call Center Industry Project." Russell Sage Foundation (\$262,000).

Grant Award. 2003. Rosemary Batt. "Global Call Center Industry Project." CAHRS, ILR School, Cornell University (\$29,000).

Grant Award. 2002. Eileen Appelbaum, Batt, Rosemary and Carrie Leana. Research Network on Social Capital. Alfred P. Sloan Foundation Officers Grant (\$45,000).

Grant Award. 2002. Eileen Appelbaum, Batt, Rosemary, and Carrie Leana. Social Capital at Work: Background Paper. Alfred P. Sloan Foundation Officers Grant (\$45,000).

Grant Award, 2001. Katz, Harry, Rosemary Batt, and Jeffrey Keefe. The Impact of Technological Change on Work, Skills, Training, and Income in Telecommunications Services. Alfred P. Sloan Foundation (\$487,000).

Grant Award, 2001. Batt, Rosemary. "The Quality of Jobs and Mobility Opportunities for Customer Service and Sales Workers." ILR School, Cornell (\$10,000).

Grant Award, 1998. Batt, Rosemary, Larry Hunter, and Steffanie Wilk. "The Quality of Jobs and Mobility Opportunities for Customer Service and Sales Workers." Russell Sage and John D. Rockefeller Foundations, The Future of Work Program (\$295,000).

Grant Award, 1998. Christopherson, Susan, Rosemary Batt, and Ned Rightor. "Skills, Training, and Careers of New Media Workers in Silicon Alley." Alfred P. Sloan Foundation (\$30,000).

Grant Award, 1997. Batt, Rosemary, and Michael Strausser. "The Development of Technical Knowledge, Skills, and Abilities Among Engineers." ILR School, Cornell University (\$10,000).

Grant Award, 1997. Batt, Rosemary. "Work Redesign and Information Technology for Service Occupations." Center for Advanced Human Resource Studies, ILR School, Cornell University (\$28,000).

Grant Award, 1997. Batt, Rosemary, Harry C. Katz, and Jeffrey Keefe. "Work Organization, Human Resource Practices, and Labor Market Outcomes in Telecommunications Services." Alfred P. Sloan Foundation (\$415,000).

Grant Award, 1995. Batt, Rosemary, Jean Clifton, and Harry Katz. "Employee Choices for Training in a Downsizing Environment." Center for Advanced Human Resource Studies, ILR School, Cornell University (\$16,500).

Fellowship, 1994-95. Social Science Research Council, German American Young Scholars Institute, "Globalization, Social Policy, and Semi-Sovereign Welfare States in Europe and North America.

Fellowship, 1993-94. MIT Industrial Performance Center Fellowship, funded by Coopers&Lybrand.

Fellowship, 1992. MIT Industrial Performance Center Doctoral Fellowship, funded by the Alfred P. Sloan Foundation.

Fellowship, 1990. John D. and Catherine T. MacArthur Foundation Scholar Award, MIT Center for International Studies.

Fellowship, 1989. American Association of University Women Educational Foundation.

Other External Research and Work Experience

Work and Technology Institute, Washington, D.C.: Comparative study of work innovations at Corning, Inc. 1996.

Office of Technology Assessment, U.S. Congress, Washington, D.C.: Study of service sector productivity: telecommunications services industry. 1994.

Economic Policy Institute, Washington, D.C.: Report on competitive strategies and work innovations in U.S. firms, funded by the Sloan Foundation, New York. 1992.

Economic Development Institute, The World Bank: Evaluation studies of community and labor participation in World Bank development projects in Brazil. 1989.

Rockefeller Foundation: Report on employment and social welfare effects of changing patterns of global food production and trade, with David Barkin and Billie DeWalt. 1988.

Staff Representative, National Union of Hospital and Health Care Employees, 1199, SEIU, 1981-1986.

Research Analyst, Lawyers Committee for Civil Rights, Washington, D.C.: Wrote investigative report: "The Politics of Federal Aid to Education," an analysis of state compliance with civil rights and education statutes. 1974-6

Research Analyst, U.S. Department of Justice, Civil Rights Division, Wash., D.C. 1973

Languages

Spanish, French

Professional Affiliations

Academy of Management: 1993-present
American Sociological Association: 2007-present
Labor and Employment Relations Association: 1992-present
Society for the Advancement of Socio-Economics: 2006-present
American Association of University Women: 1995-present
Economic Policy Institute, Research Associate
Wharton Financial Institutions Center, Sloan Fellow: 2001- present

Service

Robert Wood Johnson Foundation, Advisory Committee, Financialization in Healthcare, 2023-24
Scientific Committee Member: Chair in Industrial Relations and Firm Competitiveness (Dialogue social et compétitivité des entreprises), ESCP Europe Business School, France (2016-present)
Academy of Management: Chair & Executive Committee: Critical Management Studies Group, 2004-8
Alfred P. Sloan Foundation:

Advisory Committee: The Impacts of Outsourcing on the U.S. Workforce, 2018-2020
Conference Co-Chair, Industry Studies Conference, 2008 & 2009
Advisory Committee: Industry Studies Best Paper Competition: 2006-08
Advisory Committee for the Program on Work Redesign and Work/Family, 1995-6.

Labor and Employment Relations Association:

Awards Committee 2021-present
Academic Program Chair, 2012
Program Co-Chair, 2011
Executive Board, 2009-2011
Work and Employment Relations Section Co-chair, 2007-09
Editorial Board, 2002-08; Program Co-chair, 2004
Special Strategic Membership Committee, 2003
50th Anniversary Advisory Committee, 1996

Russell Sage Foundation: Advisory Committee on Low Wage Europe Project: 2004-08

Editorial Board, *ILR Review*, 2022-present

Editor, *ILR Review*, 2011 – 2022

Editorial Boards:

Human Relations; J. of Industrial Relations; New Technology, Work, and Employment; Journal of Industrial Relations, British Journal of Industrial Relations

National Research Council: Committee on Techniques for the Enhancement of Human Performance, 1997-99. Member of committee responsible for the book: *The Changing Nature of Work: Implications for Occupational Analysis*. Washington, DC: National Academy Press. 1999.

Adhoc Referee for Professional Journals

Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, American Sociological Review, British Journal of Industrial Relations, Cambridge Journal of Economics, Human Relations, Industrial and Labor Relations Review, Industrial Relations, Human Resource Management Journal, Organization Science, Personnel Management, Journal of Policy Analysis and Management, Work, Technology, and Employment.

Cornell University:

Cornell University Social Sciences Review Committee
ILR Representative to Faculty Senate
Co-Director, Gender and Global Change Program, 2003-08
Institute for Social Sciences: Reviewer, Small Grants Program, 2005-2006
Hatfield Committee for Innovation in Teaching Economics, 2005-08
Academic Freedom and Professional Standards Committee, 2006-08
Outside member, Tenure Committee (various) 2003-2009
Committee on Education and Academic Discipline, 1996-98
ILR School, Cornell University:
Lois Gray Innovation Initiative Advisory Group 2020-present
Undergraduate Petitions Committee 2020-present
PhD Committee, 2021 - present
Dean's Search Committee, 2019
ILR School Liaison: CRIMT Project on Institutional Experimentation 2018-present
Chair, Human Resource Studies Department, 2016-2019
Dean's Search Committee, 2014
Representative, Faculty Senate, 2009-2011
Personnel Committee, 2006-09
International Programs Committee (2003-present)
Center for Advanced Human Resource Studies, Advisory Board (2003-2009)
Resident-Extension Committees (various) 2004-2008
Tenure and 3rd Year Review Committees (various) 2004-09
Recruitment Committees in HR, ICL (various) 2004-09
Graduate Committee, 2003-06
Undergraduate Curriculum Committee, 2004-5
Dean's Search Committee, 2004-5
Dean's Search Committee, 1998
Teaching Committee, 1996-02