

REBECCA M. PALUCH

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EDUCATION

CORNELL UNIVERSITY, School of Industrial & Labor Relations (Expected)
Ph.D., Concentration: Human Resource Studies, Minor: Organizational Behavior 2019

Dissertation: Until we meet again: The role of corporate alumni programs in managing post-employment relationships (Proposal defended in April 2018)

Declining tenure rates and rising external employee mobility are changing the nature of traditional long-term employment relationships. In my dissertation, I expand upon employment relationship literature to incorporate the inevitability of employee turnover and introduce the concept of “post-employment relationships,” or exchanges between an organization and its alumni. Utilizing survey data collected from multiple corporate alumni networks, I explore the motivations that prompt individuals to participate in alumni programs as well as the associated affective and behavioral reactions that, in turn, benefit the organization.

Committee: Lisa H. Nishii (Co-Chair), John P. Hausknecht (Co-Chair), Michael C. Sturman, Ben A. Rissing

Dissertation Awards:

Finalist for the 2018 Organization Science/INFORMS Dissertation Proposal Competition
Winner of the Academy of Management HR Division SHRM Foundation Dissertation Grant

CORNELL UNIVERSITY, School of Industrial & Labor Relations 2016
Master of Science, Concentration: Human Resource Studies

LOYOLA UNIVERSITY CHICAGO, Quinlan School of Business 2012
Master of Science, Concentration: Human Resource Studies

LEHIGH UNIVERSITY, College of Business and Economics 2006
Bachelor of Science, Double Major: Finance and Marketing

RESEARCH INTERESTS

Non-Traditional Employment Relationships, Corporate Alumni Programs, Diversity and Inclusion in Organizations, Work-Life Practices and Policies, Human Resource Management

PUBLICATIONS

Nishii, L. H., Khattab, J. *, Shemla, M. *, & **Paluch, R. M.** * (2018). A multi-level process model for understanding diversity practice effectiveness. **Academy of Management Annals**, 11(2): 37-82.

*Denotes authors contributed equally

Nishii, L.H. & **Paluch, R.M.** (2018). Leaders as HR sensegivers: Four HR implementation behaviors that create strong HR systems. **Human Resource Management Review**, 28(3): 319-323.

Paluch, R.M., Nishii, L.H., Shemla, M., & Khattab, J. (2017). A multi-level process model for understanding diversity practice effectiveness. **Academy of Management Best Paper Proceedings**

MANUSCRIPTS UNDER REVIEW

Paluch, R.M. & Nishii, L.H. (under review) [Work-life Benefits and Employee Attributions]. **Journal of Applied Psychology.**

SELECTED WORKS IN PROGRESS

Propelling the revolving door: How post-employment HR systems increase organizational attraction. Stage: *Writing Stage*.

Until we meet again: Managing post-employment relationships with corporate alumni benefits. *Dissertation Paper.*

The dynamic impact of diversity and turnover on organizational outcomes (with John Hausknecht). Stage: *Data Analysis in progress.*

Pay and turnover in the federal government (with Paul Davis). Stage: *Data Analysis in progress.*

HONORS, GRANTS, AND AWARDS

Academic Recognition

Finalist for the 2018 Organization Science/INFORMS Dissertation Proposal Competition

AOM Annual Meeting Best Paper at the Annual Meeting of the Academy of Management in Atlanta, Georgia (2017)

Best Student Paper Award in the Gender and Diversity in Organizations Division at the Annual Meeting of the Academy of Management in Atlanta, Georgia (2017)

Grants

Society for Human Resource Management (SHRM) Dissertation Grant. \$5,000 (2018)

ILR Theme Project Grant. \$5,000 (2017)

Benjamin Miller Fellowship Runner-up. \$500 (2017)

Travel Grant, ILR School, Cornell University (2014-2018)

Travel Grant, Graduate School, Cornell University (2014-2018)

Other Awards

2nd place winner of the National Academy of Human Resources Ram Charan HR Essay Contest. Co-authors: Jae Eun Lee and Ozias Moore (2014)

Outstanding Reviewer Award for the Gender and Diversity in Organizations Division at the Academy of Management Conference (2014-2015)

Invitation to attend the Corporate Social Responsibility Summit in Anaheim, CA funded by the National Science Foundation (2016)

CONFERENCE AND INVITED PRESENTATIONS

Paluch, R.M. (2018). Until we meet again: Managing post-employment relationships with corporate alumni benefits. *People and Organizations Conference*, The Wharton School of the University of Pennsylvania, Philadelphia, PA.

Paluch, R.M. (2018). Propelling the revolving door: How post-employment HR systems increase organizational attraction. *Annual Meeting of the Academy of Management*, Chicago, Illinois.

Paluch, R.M. (2018). Propelling the revolving door: How post-employment HR systems increase organizational attraction. *ExPO Lab Group*, Cornell University, Ithaca, NY.

Paluch, R.M., Nishii, L.H., Khattab, J., & Shemla, M. (2017). A Multi-level Process Model for Understanding Diversity Practice Effectiveness. *Annual Meeting of the Academy of Management*, Atlanta, Georgia.

Paluch, R.M. & Nishii, L.H. (2017). Work-Life or Work-Work Benefits? The Paradox of Work-Life Benefit Utilization. *2017 International Doctoral Workshop in Industrial Relations*, London School of Economics, London, UK.

Paluch, R.M. & Nishii, L.H. (2017). Work-Life or Work-Work Benefits? The Paradox of Work-Life Benefit Utilization. *Annual Meeting of the Academy of Management*, Atlanta, Georgia.

Paluch, R.M. & Nishii, L.H. (2016). Work-Life or Work-Work Benefits: How Employee Attributions Affect the Outcomes of Work-Life Benefits. *2016 Work and Family Researchers Network Conference*, Washington D.C.

Paluch, R.M. & Livingston, B. A. (2015). What is more important? Clarifying how individuals prioritize work and family. *Annual Meeting of the Academy of Management*, Vancouver, British Columbia.

TEACHING EXPERIENCE

Instructor & Course Developer

Cornell University, School of Industrial and Labor Relations

(Instructor Rating: **4.9/5.0**)

I developed and taught an Engaged Learning course located in Ithaca, NY and Managua, Nicaragua for undergraduate students with Lisa H. Nishii.

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| Fall 2016 – Spring 2017 | Human Resource Management for Entrepreneurs in Developing Markets |
| Fall 2017 – Spring 2018 | Human Resource Management for Entrepreneurs in Developing Markets |

Teaching Assistant

Cornell University, Samuel Curtis Johnson School of Management

Fall 2013

Becoming a Leader (with Hannes Leroy)

RELATED EXPERIENCE

Human Resource Studies Department, Cornell University – Spring 2018

Research Assistant for Paul Davis.

Human Resource Studies Department, Cornell University – Fall 2013 to Spring 2016

Research Assistant for Beth Livingston.

Kellogg School of Management, Northwestern University – Fall 2010 to Spring 2013

Research Assistant for J. Keith Murnighan and Daniel Effron.

PROFESSIONAL SERVICE**Academy of Management Executive Committee Positions**

Executive Committee Member for the Gender and Diversity in Organizations (GDO) Division of the Academy of Management

2015 - 2017 Newsletter Editor

2016 – Present Communications and Technology Team

2018 – Present AOMConnect Transition Team

2018 Best Student Paper Award Review Committee

Student Representative on the Executive Committee for the Human Resources Division of the Academy of Management, August 2016 – August 2018

2016 – 2017 Membership and Communications Committee

2017 - 2018 Middle Stage Doctoral Consortium Committee

Conference Reviewing

Reviewer, Academy of Management Annual Conference, HR and GDO Divisions, 2014-2018

UNIVERSITY SERVICE**Cornell University- School of Industrial and Labor Relations**

Training on Diversity and Inclusion in the Classroom for Teaching Assistants Orientation - Fall 2017 & 2018, Spring 2018

Presidential Task Force on Campus Climate

Graduate Research Assistant

PROFESSIONAL MEMBERSHIPS

Academy of Management: Human Resources, Gender & Diversity in Organizations, & Organizational Behavior Divisions

Work and Family Researchers Network

Society for Industrial and Organizational Psychology (SIOP)

OTHER WORK EXPERIENCE

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| 2012-2013 | Workforce Analyst and Strategy Specialist, Chicago Public Schools, Chicago, IL |
| 2012 | Human Resources Intern-Recruiting Division, The Federal Reserve Bank, Chicago, IL |
| 2010-2011 | Lecturer, Burapha University, Chonburi, Thailand |
| 2006-2010 | Financial and Accounting Consultant, Huron Consulting Group, Chicago, IL |

OTHER PROFESSIONAL CERTIFICATIONS

Certified Public Accountant, Illinois (License # 239020819)

REFERENCES

Dr. Lisa H. Nishii

Vice Provost for Undergraduate Education
Associate Professor of Human Resource
Studies
ILR School
Cornell University
lhn5@Cornell.edu

Dr. Michael C. Sturman

The Kenneth and Marjorie Blanchard
Professor of Human Resources
SC Johnson College of Business
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Dr. John P. Hausknecht

Associate Professor
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Dr. Ben A. Rissing

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