

# REBECCA M. PALUCH

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## EDUCATION

- Ph.D. 2019      CORNELL UNIVERSITY, School of Industrial & Labor Relations  
(Expected)      Concentration: Human Resource Studies  
Minor: Management and Organizational Behavior
- Dissertation:** Until we meet again: The role of corporate alumni programs in managing post-employment relationships  
(Proposal defended in April 2018)
- Committee:** Lisa H. Nishii (Co-Chair), John P. Hausknecht (Co-Chair),  
Michael C. Sturman, Ben A. Rissing
- M.S. 2016      CORNELL UNIVERSITY, School of Industrial & Labor Relations  
Concentration: Human Resource Studies
- M.S. 2012      LOYOLA UNIVERSITY CHICAGO, Quinlan School of Business  
Concentration: Human Resources, High Dean's Honors
- B.S. 2006      LEHIGH UNIVERSITY, College of Business and Economics  
Business Administration, Double Major: Finance and Marketing, Honors

## RESEARCH INTERESTS

Guided by the evolving employment context, my research explores organizational responses and employee reactions to rising external employee mobility and increasing heterogeneity in the workforce. In my dissertation, I argue that now that the typical worker holds approximately 15 jobs over the course of a career, the traditional construct of the employment relationship must expand to include an investment in what I introduce as the “post-employment relationship.” I define post-employment relationships as relationships between organizations and their former employees, or alumni. Utilizing data from five corporate alumni networks, I examine how organizations foster post-employment relationships by providing valuable inducements— in the form of network opportunities, exclusive news, corporate benefits, and job boards offered through corporate alumni programs – that match individual motivations to enhance professional goals, form social bonds, contribute to values-based goals, or save time or money. In return, I expect alumni will report enhanced attachment to the organization and contribute valuable post-employment citizenship behaviors such as recommending the organization’s products and/or services, referring it as a place to work, or supporting business development relationships. In a second area of research, I explore how employee perceptions of and reactions to diversity and inclusion practices, rather than the practices themselves, determine associated outcomes. In my master’s thesis, I examined whether outcomes associated with work-life benefits manifest as intended based on employee attributions of managerial intentions for these practices. Finally, combining my interests in employee mobility and diversity, I use longitudinal, multi-unit data to examine the effects of team faultlines on outcomes in dynamic, high-turnover environments.

## **PEER-REVIEWED 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

## **OTHER PUBLICATIONS**

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

**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 & WORKING PAPERS**

Until we meet again: The role of corporate alumni programs in managing post-employment relationships. *Dissertation Paper*.

Explaining unintended negative consequences of work-life benefits: The role of employee attributions (with Lisa H. Nishii). Stage: *Final stages of preparation for submission (expected submission in June)*.

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*.

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

## **CONFERENCE AND INVITED PRESENTATIONS**

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.

## **HONORS, GRANTS, AND AWARDS**

### **Academic Recognition**

AOM Annual Meeting Best Paper for “A Multi-level Process Model for Understanding Diversity Practice Effectiveness” 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 for “A Multi-level Process Model for Understanding Diversity Practice Effectiveness” 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, ILR School, Cornell University (2014-2018)

### **Other Awards**

2<sup>nd</sup> 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)

## **TEACHING EXPERIENCE**

**Instructor & Course Developer** (with Lisa H. Nishii):  
Cornell University, School of Industrial and Labor Relations

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

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 and 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**

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**

### **Lisa H. Nishii**

Vice Provost for Undergraduate Education  
Associate Professor of Human Resource  
Studies  
Cornell University  
LHN5@Cornell.edu

### **John P. Hausknecht**

Associate Professor  
Cornell University  
JHausknecht@Cornell.edu

### **Michael C. Sturman**

The Kenneth and Marjorie Blanchard  
Professor of Human Resources  
Employment Relations, Human Resources  
and Law  
Cornell University  
MCS5@Cornell.edu

### **Ben A. Rissing**

Assistant Professor  
Cornell University  
Rissing@Cornell.edu