

LINDA BARRINGTON

OFFICE

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CURRENT POSITION

CORNELL UNIVERSITY – ILR SCHOOL

Associate Dean of Outreach and Sponsored Research, 2015– present

Executive Director, Institute for Compensation Studies, 2010 – present

EDUCATION

Ph.D., 1991, University of Illinois at Urbana-Champaign: Economics

M.S., 1988, University of Illinois at Urbana-Champaign: Economics

B.S., 1985, University of Wisconsin-Madison: Economics

RESEARCH PUBLICATIONS

BOOKS

Employment and Work, co-author Susanne Bruyere, (book published as part of the *SAGE Reference Series on Disability*, Gary L. Albrecht, series editor), Sage Publications, Inc., (2012)

The Other Side of the Frontier: Economic Explorations into Native American History, Editor (book published in the *American and Economic History Series*, Joel Mokyr and Robert Margo, series editors), Westview Press (1999)

ACADEMIC ARTICLES

"Employer practices in improving employment outcomes for people with disabilities: A trans-disciplinary and employer-inclusive research approach," *Rehabilitation Research, Policy and Education: Journal of the National Council on Rehabilitation Education*, Vol. 28, Number 4, pp 208 – 224, co-authors: Susanne Bruyère and Margaret Waelder, (2014)

"Estimating pay gaps for workers with disabilities: Implications from broadening definitions and datasets," *Rehabilitation Research, Policy and Education: Journal of the National Council on Rehabilitation Education*, Vol. 28, Number 4, pp 264 – 290, co-authors: Kevin F. Hallock and Xin Jin, (2014)

"Age, Overtime, and Employee Health, Safety and Productivity Outcomes: A Case Study," *Journal of Occupational and Environmental Medicine*; 50(8):873-94, co-authors Christopher Woock, Harris Allen, and William Bunn, (2008)

"Estimating Poverty in 1939: A Comparison of Orshansky Method and Price Indexed Definitions of Poverty," *The Review of Economics and Statistics*; LXXIX, (3):406-414, (1997)

"Race and Earnings Poverty, 1939-1959: A Refined Classification and Potential Measurement Bias," *Essays in Economic and Business History*; XIV (1996) Finalist for the Charles J. Kennedy Award

"At What Cost a Room of Her Own? Factors Contributing to the Feminization of Poverty Among Prime-Aged Women, 1939-1959," *The Journal of Economic History*; 54(02):342-357, co-author Cecilia Conrad, (1994)

BOOK CHAPTERS

"Engaging employers as stakeholders in the research process," Chapter 2 in *Disability and Employer Practices: A Transdisciplinary Approach*, Susanne Bruyere, editor, ILR Press (2016)

“Framing the Problem and Our Approach,” Chapter 1 in *Disability and Employer Practices: A Transdisciplinary Approach*, Susanne Bruyere, editor, ILR Press, co-authors Susanne M. Bruyère, Sara VanLooy, and Sarah von Schrader, (2016)

"Poverty" invited chapter and supporting tables in *Historical Statistics of the United States: Millennial Edition*, Cambridge University Press, co-author Gordon Fisher, (2006)

"Editor's Introduction: Native Americans and U.S. Economic History" and "Mississippians and Factor Endowments at First Contact" in *The Other Side of the Frontier: Economic Explorations into Native American History*, Linda Barrington, ed., Westview Press (1999)

PRACTITIONER ARTICLES AND COMMENTARY

“Ageism and Bias in the American Workplace,” *Generations: a journal of The American Society on Aging*; 39(3): 34-38, (Fall, 2015)

“Spring Warming, Promotions and Pay: Communicating employees’ value by (unexpectedly?) increasing pay,” Research for the Real World in *workspan: the magazine of WorldatWork*, (May, 2015)

“Continuing the Conversation: Occupation, Experience and (For-Men-Only) Parental Leave,” Research for the Real World in *workspan: the magazine of WorldatWork*, (April, 2015)

“Total Compensation Gaps are Distinct from Wage Gaps,” *Research Brief*, co-authors Kevin Hallock - Opatrny '74 Chair Cornell University Department of Economics, Xin Jin - PhD Student Cornell University Department of Economics and Melissa Bjelland - Research Associate Employment and Disabilities Institute Cornell University-ILR School, <http://digitalcommons.ilr.cornell.edu/edicollect/1346/> (2014)

“Can Compensation Design Issues Be Resolved Better by Having Organizations and Academics Combine Forces?” *WorldatWork Journal*, Vol. 22, No. 2, co-author Kevin F. Hallock, (2013)

“Pay Matters - But Does it Pay Off?,” Blog, *eCornell Growth Factors*, (December 2013)

BUSINESS REPORTS BY THE CONFERENCE BOARD

Increasing U.S. Business Investment in Postsecondary Credentialing for New Workforce Entrants, co-authors Mary Wright, Christopher Woock, and Jon Spector, (2010)

Salary Increase Budget Survey, co-author Judit Torok, (annual, 2006-2010)

The Conference Board Annual CEO Challenge Survey: Top 10 Challenges (annual, 2005-2010)

Report on Top Executive Compensation—Key Findings, co-author Kevin F. Hallock, (annual, 2007-2009)

Innovation and US Competitiveness: Reevaluating the Contributors to Growth, co-authors Bart van Ark, Gail Fosler, and Christopher Woock (2009)

Investing in the Future—the Importance of Cross-Sector Partnerships in Improving Workforce Readiness, A-0258-08-EA, coauthor Charles Mitchell (2008)

Weights and Measures: What Employers Should Know about Obesity, co-author Barbara Rosen, (2007)

Are They Really Ready to Work? Employer Perspectives on New Workforce Entrants, jointly with Corporate Voices for Working Families, Partnership for 21st Century Skills, and Society for Human Resource Management, co-author Jill Casner-Lotto, (2006)

Looking for Employees in All the Right Places, A-0173-05-EA, co-author June Shelp, (2005)

Emphasis on Developing Leaders Despite Hard Times, A-0034-02-EA, (2002)

Does A Rising Tide Lift All Boats? America's Full-Time Working Poor Reap Limited Gains in New Economy, (2000)

Perspectives on a Global Economy: Are Poor Nations Closing the Gap in Living Standards?, co-authors Robert McGuckin and Bart van Ark - The Conference Board (2000)

BOOK REVIEWS

“People with Disabilities - Sidelined or Mainstreamed? By Lisa Schur, Douglas Kruse, and Peter Blanck,” *ILR Review*, Vol. 67, Spring (2014)

“The Fruits of Their Labor: Atlantic Coast Farmworkers and the Making of Migrant Poverty, 1870-1945 By Cindy Hahamovitch.” *Journal of Economic History*, June (1998)

“The Limits of Affluence: Welfare in Ontario, 1920-1970 By James Struthers,” *The Journal of Economic History*, March (1996)

WORKING PAPERS

“Gender Pay Equity Analytics: A Case Study of a Large Multinational Company,” co-author Kevin F. Hallock, June 2016

“The Case for Businesses to Invest in Post-Secondary Credentials”, Economics Program Working Paper Series, The Conference Board, EPWP-09, co-authors Christopher Woock, Lara Rosner, Ankita Modi, and Mary Wright

“Workforce Diversity and Productivity”, Economics Program Working Paper Series, The Conference Board, EPWP #01-03, 2001, co-author Kenneth R. Troske

“Married with Children and Without: Teen Motherhood and Marriage, 1920-1980,” co-author Cecilia Conrad

“Absolutely Relative or Relatively Absolute: Income Elasticity of Orshansky-Method Poverty Lines 1919-1959”

“Education and Marginality, Continued: A Study of the African-American Woman College Graduate, 1910-1990,” co-author, Ellyn Artis

FOUNDATION/GOVERNMENT GRANTS

Employer Practices Related to Employment Outcomes Among Individuals with Disabilities (RRTC), collaborative institute partner with the Employment and Disabilities Institute of Cornell University and Co-Principal Investigator, \$4 million award from U.S. Department of Education National Institute of Disability and Rehabilitation Research (NIDRR), # H133B100017, 2010-2014

Framing the Business Question: What will compel U.S. Business to Support Efforts to Increase the Numbers of Post-secondary Credentials Among Low-Income 16 to 26 Year Olds?; Co-Principal Investigator, \$380,000 award from The Bill and Melinda Gates Foundation, Post-Secondary Success Initiative, Grant #52770, 2009

Inclusion and Engagement of Maturing Workers in the Corporate and Non-Profit Sectors: A “Business Case”; Co-Principal Investigator, \$2 million award from the Atlantic Philanthropies, Grant #13972, 2005-2009

U.S. Employers, Immigrant-Community Employees, and Pathways to Improving English Language Competency; Principal Investigator, \$68,000 award from the Rockefeller Foundation, Grant #SRC 114, 2007

Working Poor: U.S. Historical Record; Principal Investigator, \$11,000 award, Russell Sage Foundation, Grant #99-00-01, 2001

PAST PROFESSIONAL EXPERIENCE

THE CONFERENCE BOARD, NEW YORK, N.Y.

Managing Director, Human Capital (2009-2010)

- Strategic and research leader of Human Capital area at leading non-profit global business membership organization specializing in business research, macroeconomic indicators, and peer-executive networks
- Managed global program that includes 10 direct reports (3 remote) and global matrixed staff and contractors
- Served on CEO’s global Management Committee (served continuously from 2000)
- Frequent speaker, report author, and media spokesperson
- Conceptualized and restructured organization’s core management research program

Research Director, Management Excellence Department (2004-2009)

- Raised research quality and successfully rebuilt department into most prolific member-focused research area
- Established strategic workforce planning, employee engagement, labor market conditions and demographics, and workforce readiness as underpinning for program's insights and expertise
- Expanded and improved prestige of program's media coverage

Co-Director and Principal Investigator, Mature Workforce Initiative (2004-2009)

- Developed, secured, and co-directed \$2 million, multi-year project funded by Atlantic Philanthropies to examine the impact of age and demographics on organizations
- Directed collaborative research to explore a broad spectrum of challenges related to increasing the engagement of mature workers in paid employment
- Delegate to the White House Conference on Aging
- Invited expert to Government Accountability Office Forum, moderated by David M. Walker, Comptroller General of the U.S. (GAO-07-438SP, "Highlights of a GAO Forum: Engaging and Retaining Older Workers")

Special Assistant to the CEO/President (2000-2004)

- Coordinated organization's annual and strategic planning process, including crisis business planning in response to 30% drop in revenue following 9-11
- Member of President's Council (management team), presenting organizational results to Board of Trustees

Labor Economist (1999-2004)

- Devised proprietary Diversity Index metric and produced research on employee diversity and living standards
- Conducted confidential workforce representation benchmarking for Fortune 100 companies
- Utilized U.S. Census Bureau Center for Economic Studies as on-site visiting researcher to complete establishment-level study of workforce diversity and productivity

BARNARD COLLEGE, COLUMBIA UNIVERSITY, NEW YORK, N.Y.**Assistant Professor of Economics (1991-1999)**

- Taught microeconomics, statistics for economists, econometrics, program evaluation, U.S. economic history, specialized topic seminars, and advised and mentored dozens of senior theses
- Dissertation committee member for several graduate students of the Columbia University Economics Department
- Taught graduate-level Gender Economics in School for International and Public Affairs, Columbia University
- Chaired interdisciplinary Columbia University Seminar on Economic History
- Served on several college committees including Faculty Advisory Committee to the Board of Trustees

UNIVERSITY OF MICHIGAN, ANN ARBOR**Visiting Assistant Professor of Economics (1995)**

- Taught Economic Statistics and Econometrics