

Updated: 7/21

John Edward McCarthy

Cornell University

ILR School

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Academic Appointments

Cornell University, Ithaca, NY ILR School, Department of Labor Relations, Law and History Assistant Professor	2015-Present
Massachusetts Institute of Technology, Cambridge, MA Sloan School of Management (Sponsor: Tom Kochan) Post-Doctoral Fellow	2015

Education

Rutgers University, New Brunswick, NJ School of Management and Labor Relations Ph.D., Industrial Relations and Human Resource Management	2014
School of Arts and Sciences BA, English, with studies in Industrial Relations and Psychology (High Honors)	2007
University of Pennsylvania, Philadelphia, PA Wharton Business School (Sponsor: Matthew Bidwell) Visiting Doctoral Student	2013

PUBLICATIONS

Peer-Reviewed Articles

* Denotes equal contribution

- [8] McCarthy, J.E.* & Keller, J.R*. (Forthcoming). "How Managerial Openness to Voice Shapes Internal Attraction: Evidence from United States School Systems." *ILR Review*.
- [7] McCarthy, J.E. (2021). "Labor-Management Partnerships' Effects On Unionists' Interaction Networks: Evidence From US Public Schools." *Industrial Relations*. 60(3), 277-306.
- *Lead article*
- [6] McCarthy, J.E. & Levin D.Z. (2019). "Network Residues: The Enduring Impact of Intra-Organizational Dormant Ties." *Journal of Applied Psychology*. 104(11), 1434–1445.
- *Earlier draft: McCarthy, J. E., & Levin, D. Z. (2014). Network shadows: The perceptual and performance implications of intra-organizational dormant ties. Academy of Management*

Proceedings (Vol. 2014, No. 1, p. 16149).

- Winner, Best Student Paper (MOC Division)

- [5] McCarthy, J.E. (2019). "Catching Fire: Institutional Interdependencies in Union-Facilitated Knowledge Diffusion." *British Journal of Industrial Relations*. 57(1), 182-201.
- [4] Rubinstein, S.A* & McCarthy, J.E.* (2016). "Union-Management Partnerships, Teacher Collaboration, and Student Performance." *ILR Review*. 69(5), 1114-1132.
- [3] Heckscher, C., & McCarthy, J.E. (2014). "Transient solidarities: commitment and collective action in post-industrial societies." *British Journal of Industrial Relations*. 52(4), 627-657.
- [2] Phillips, J. M., Gully, S. M., McCarthy, J.E., & Castellano, W.G. & Kim, M.S. (2014). "Recruiting global travelers: The role of global travel recruitment messages and individual differences in perceived fit, attraction, and job pursuit intentions." *Personnel Psychology*, 67, 153-201.
- [1] Rubinstein, S.A., & McCarthy, J.E. (2012). "Public School Reform through Union-Management Collaboration." *Advances in Industrial and Labor Relations*, 20, 1-50.
- AILR/IRRA Best Papers Competition Winner
 - Cited by Supreme Court Case: *Mark Janus v. American Federation of State, County and Municipal Employees, Council 31, et al.* U.S. No. 16-1466 (2017).

Books

- [1] Topic: Professional Voice and Collaboration in the Context of U.S. School Reform. Under contract with *Cornell University Press*. (with Saul Rubinstein).

Book Chapters and Practitioner Reports

- [6] Rubinstein S.A., McCarthy, J.E. (2021). The Future of U.S. Public School Reform: Elevating Teacher Voice. LERA Research Volume: University of Illinois at Urbana-Champaign.
- [5] Adler P.S., Heckscher C., McCarthy, J.E., Rubinstein S.A. (2015). "The Mutations of Professional Responsibility: Toward Collaborative Community. In: Mitchell D., Ream R. (eds) Professional Responsibility." *Advances in Medical Education*, vol 4. Springer, Cham.
- [4] Rubinstein, S.A., & McCarthy, J.E. (2014). "Teachers Unions and Management Partnerships: How Working Together Improves Student Achievement." *Center for American Progress*.
- Cited by Supreme Court Case: *Rebecca Friedrichs et al. v. California Teachers Association et al.*, U.S. No: 14-915 (2015).
- [3] Rubinstein, S.A., & McCarthy, J. E. (2011). "Reforming Public School Systems through Sustained Union-Management Collaboration." *Center for American Progress*
- [2] McCarthy, J.E., Voos, P. B., Eaton, A. E., Kruse, D. L., & Blasi, J. R. (2011). "Solidarity and Sharing: Unions and Shared Capitalism." *Employee Ownership and Shared Capitalism: New Directions in Research. LERA Research Volume: University of Illinois at Urbana-Champaign.*
- [1] Finegold, D., & McCarthy, J.E. (2010). "Creating a Sector Skill Strategy: Developing High-Skill Ecosystems." *Transforming the US Workforce Development System. LERA Research Volume:*

University of Illinois at Urbana-Champaign.

MANUSCRIPTS IN PROGRESS

Invited Resubmissions and Manuscripts Under Review

Keller, J.R. & *McCarthy, J.E.. (Working Paper). “Internal Attraction and Social Networks.” Status: in preparation for *Journal of Management*

McCarthy, J.M. & Avgar, A., [The Multi-Level Effects of Labor Management Partnership on Student Achievement and Teacher Attachment]. Status: in preparation for *ILR Review*.

McCarthy, J.E. [Collaboration, Student Poverty and Teacher Turnover]. Status: soon to be under review.

PROFESSIONAL AWARDS

Professional Awards

John T. Dunlop Outstanding Scholar Award (2020)

Best Papers

Academy of Management (2014); AILR (2012); LERA (2016)

PRESENTATIONS

Invited University Presentations

- [3] McCarthy, J.E.
Union Social Structures: Labor-Management Partnerships, Union Leaders’ Interaction Networks, and Frontline Members’ Job Attitudes.
- Penn State University - 2021
 - Cornell University - 2021
- [2] McCarthy, J.E. & Levin, D. Z.
“Network Shadows: The Enduring Impact of Intra-Organizational Dormant Ties.”
- University of Connecticut - 2018
 - University of Kentucky - 2018
 - INSEAD - 2018
- [1] McCarthy, J.E.
“The Union as a Knowledge Network.”
- MIT - 2014

Conference Presentations

- [19] McCarthy, J.E. & Keller, JR. (2020). Academy of Management Annual Meeting, Vancouver BC. “Finding an Inner Voice: Examining the Contexts in Which Managerial Openness to Voice Shapes Employee Attraction.”

- [18] McCarthy, J.E. & Keller, JR. (2018). People, Work and Organization Conference, Philadelphia, PA. "Finding an Inner Voice: The Asymmetrical Attraction of Internal and External Candidates through Employee Voice."
- [17] McCarthy, J.E. (2017). Industry Studies Annual Meeting, Washington, DC. "Commitment Through Capacity: The Interactive Effects of Employee Involvement and Student Poverty on Teacher Retention in US Public Schools."
- [16] McCarthy, J.E. (2017). Labor and Employment Relations Association Annual Meeting, Anaheim, CA. "Hidden Signals: Exploring the Cultural Antecedents of Employees' Internal Mobility Preferences."
- [15] McCarthy, J.E. (2017). Labor and Employment Relations Association Annual Meeting, Anaheim, CA. "Commitment Through Capacity: The Interactive Effects of Employee Involvement and Student Poverty on Teacher Retention in US Public Schools."
- [14] McCarthy, J.E. (2016). Labor and Employment Relations Association Annual Meeting, Minneapolis, MN. "Poverty, Partnership and Teacher Attraction and Retention in US Public Schools."
- [13] McCarthy, J.E. & Levin, D. Z. (2014). Academy of Management Annual Meeting. Philadelphia, PA. "Network Shadows: The Perceptual and Performance Implications of Intra-Organizational Dormant Ties."
- [12] McCarthy, J.E. (2014). Labor and Employment Relations Association Annual Meeting, Portland, OR. "The Teachers Union as a Knowledge Network: Evidence from a High Partnership School District."
- [11] McCarthy, J.E., (2013). Labor and Employment Relations Association Annual Meeting, St. Louis, MO. "Public School Reform Policy, Unions, and Student Performance"
- [10] McCarthy, J.E., Voos, P., Eaton, A., Kruse, D., & Blasi, J. (2012). IAFEP Conference, July, New Brunswick, NJ. "Shared Capitalism and Unions." Presented at the IAFEP Conference, July, New Brunswick, NJ.
- [9] Phillips, J., Gully, S., McCarthy, J.E., & Schurman, S. (2012). The IAFEP Conference, July, New Brunswick, NJ Effects of Employee Ownership Recruitment Messages on Recruiting Outcomes: The Role of Ability and Self-Esteem.
- [8] Phillips, J. M., Gully, S. M., & McCarthy, J. E. (2012). Divisional roundtable paper session at the Academy of Management Meeting, Boston, MA. 'The role of proactive personality, goal orientation & self-efficacy in goal setting & performance. Presented in Goal Orientation Processes and Outcomes.'
- [7] Rubinstein, D. & McCarthy, J.E. (2012). Labor and Employment Relations Association Annual Meeting, Atlanta, GA. "Collaborating on School Reform: Creating and Sustaining Partnerships to Improve Public School Systems."
- [6] McCarthy, J.E., Voos, P., Eaton, A., Kruse, D., & Blasi, J. (2011). Mid-year Fellows' Workshop,

New Brunswick, NJ. "Shared Capitalism and Unions."

- [5] McCarthy, J.E. (2010). Labor and Employment Relations Association Annual Meeting, Denver, CO. "A theoretical exploration: Qualities/communication patterns in teachers following the introduction of pay-for-performance."
- [4] Jiang, K., Lepak, D., Hu, J., & McCarthy, J.E. (2010). Academy of Management Annual Conference, Montréal, Canada. "How do the components of HR systems work together? The effects of perceived high-investment HR systems on employees' attitudes."
- [3] Finegold, D. & McCarthy, J.E. (2010). Labor and Employment Relations Association Annual Meeting, Atlanta, GA. "Creating a Sectoral Skill Strategy: Developing High-Skill Ecosystems."
- [2] Rubinstein S., & McCarthy, J.E. (2009). WIRED Bio-1 Governance Board Conference, New Brunswick, NJ. "Capturing clusters: an online survey approach for measuring social networks."
- [1] McCarthy, J.E. (2008). University-wide social network analysis conference, Rutgers University, New Brunswick, NJ. "The Scarlet Matrices Builder: Dynamic matrices manipulation in social network analysis."

TEACHING

Cornell University

Advanced Research Methods

Spring 2016: rating withheld due to small class size (doctorate)

Labor Relations

Spring 2020: Excellent Teacher (Section 2): 4.57/5 (undergraduate)

Spring 2020: Excellent Teacher (Section 1): 4.59/5 (undergraduate)

Spring 2021: Excellent Teacher (Section 2): 5/5 (undergraduate)

Spring 2021: Excellent Teacher (Section 1): 4.4/5 (undergraduate)

Human Resource Management

Spring 2016: Excellent Teacher: 4.43/5 (undergraduate)

Spring 2017: Excellent Teacher: 4.69/5 (undergraduate)

Groups and Teams

Fall 2015: Excellent Teacher: 4.92/5 (masters)

Fall 2016: Excellent Teacher: 4.27/5 (masters)

Fall 2017: Excellent Teacher: 4.8/5 (undergraduate)

Spring 2017: Excellent Teacher 4.64/5 (undergraduate)

MIT

Shaping the Future of Work (MOOC), co-content creator and co-instructor for Professor Tom Kochan

Rutgers University

People, Work and Organizations.

Spring 2013: Overall Mean: 4.8/5 (undergraduate)

MISCELLANY

Professional Service

Service to the Profession:

- Ad hoc reviewer: *ILR Review* (2019-present); *British Journal of Industrial Relations* (2016-present); *Academy of Management Journal* (2016-present)
- Co-Founder and -President for K-12 Education Industry Council at LERA (2017-present)

Service to Cornell University:

- LRLH/ICL Masters Program Committee (2021-present)
- ILR Graduate Admissions Committee (2019-present)
- ILR's Academic Standards Committee (2018-2019)

Service to the Local Community:

- Habitat for Humanity (NJ: 2006-2014; NY: 2020-present)

Press Coverage

LA Times (2011; 2014)

Research Grants

\$49,000	National Education Association (2018)
\$47,000	National Education Association (2017)
\$40,000	Center for Educational Change (2014) (co-PI: Saul Rubinstein)
\$45,000	Bill and Melinda Gates Foundation (2011-2014) (co-PI: Saul Rubinstein)
\$5,000	The United States Department of Labor (2009-2010) (co-PI: Saul Rubinstein)

Software

- [3] Relational Overlap Calculator: For a chapter in my dissertation, I developed a VBA application that calculates the percentage of ties (i.e., relationships) from one matrix that have at least one mutual third party in common from a separate matrix. In our submission, for example, we used the application to calculate the percentage of “Dormant Ties” for which there was at one least mutual “Active Tie” in common across a dataset of roughly one-thousand employees.
- [2] Scarlett Matrices Builder: This is a software platform that I designed to manipulate matrix data for social network analysis prior to UCINET importation. In particular, the application allows users to set various parameters around edge and node characteristics, and then automatically generate adjacency matrices based on these parameters.
- [1] Nested Respondent Social Network Survey: This is a web application that I designed to facilitate large-N social network data collection for nested respondents. The application functions by condensing the “bounded list” within clearly defined social units (e.g. department or organization names). Indicating a linkage to a social unit expands the names grouped within it. The advantage

methodologically is that survey-takers are not presented with an unmanageably large list of possible communication contacts.