

Adam Seth Litwin

Associate Professor of Industrial and Labor Relations

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Cornell University

ILR School
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Ithaca, NY 14853-3901

(revised 5/15/16)

EDUCATION

- PhD** Massachusetts Institute of Technology
Sloan School of Management
2008
- Dissertation:** Information Technology and the Employment Relationship:
An Examination of the Adoption and Use of Electronic Health
Records
- Committee:** Thomas A. Kochan (chair), Erik Brynjolfsson, and Emilio J.
Castilla
- MSc** London School of Economics
Industrial Relations and Human Resource Management
first-class honours with highest distinction, 1999
- BS** University of Pennsylvania
Wharton School
concentration: Public Policy & Management
summa cum laude and Phi Beta Kappa, 1998
- BA** University of Pennsylvania
School of Arts & Sciences
major: American History
highest honors in major, summa cum laude, and Phi Beta Kappa, 1998

JOURNAL ARTICLES:

Industrial and Labor Relations

- Litwin, Adam Seth, Ariel C. Avgar, and Edmund R. Becker. 2016. "Superbugs vs. Outsourced Cleaners: Employment Arrangements and the Spread of Healthcare-Associated Infections." *Industrial and Labor Relations Review*, in-press.
- Litwin, Adam Seth. 2015. "Nose to Tail: Using the Whole Employment Relationship to Link Worker Participation to Operational Performance." *Advances in Industrial and Labor Relations*, 21: 143-176.
- Eigen, Zev J. and Adam Seth Litwin. 2014. "Justice or Just between Us? Empirical Evidence of the Trade-Off between Procedural and Interactional Justice in Workplace Dispute Resolution." *Industrial and Labor Relations Review*, 67(1): 171-201.
- Litwin, Adam Seth, and Phillip H. Phan. 2013. "Quality over Quantity: Reexamining the Link between Entrepreneurship and Job Creation." *Industrial and Labor Relations Review*, 66(4): 833-873.

Litwin, Adam Seth. 2013. "Not Featherbedding, but Feathering the Nest: Human Resource Management and Investments in Information Technology." *Industrial Relations*, 52(1): 22-52.

Litwin, Adam Seth. 2011. "Technological Change at Work: The Impact of Employee Involvement on the Effectiveness of Health Information Technology." *Industrial and Labor Relations Review*, 64(5): 863-888.

JOURNAL ARTICLES:

Medical/Healthcare

Avgar, Ariel C., Adam Seth Litwin, and Peter J. Pronovost. 2012. "Drivers and Barriers in Health IT Adoption: A Proposed Framework." *Applied Clinical Informatics*, 3(4): 488-500.

Litwin, Adam Seth, Ariel C. Avgar, and Peter J. Pronovost. 2012. "Measurement Error in Performance Studies of Health Information Technology: Lessons from the Management Literature." *Applied Clinical Informatics*, 3(2): 210-220.

Baird, Marian, and Adam Seth Litwin. 2005. "Rethinking Work and Family: The Making and Taking of Parental Leave in Australia." *International Review of Psychiatry*, 17(5): 385-400.

BOOK CHAPTERS & INVITED PIECES

Avgar, Ariel C., Adrienne E. Eaton, Rebecca Kolins Givan, and Adam Seth Litwin. 2016. "Editorial Essay: Introduction to a Special Issue on Work and Employment Relations in Health Care." *Industrial and Labor Relations Review*, in-press.

Litwin, Adam Seth. 2014. Review of *Cleaning Up: How Hospital Outsourcing Is Hurting Workers and Endangering Patients*, by Dan Zuberi. *Work & Occupations*, 41(4): 518-520.

Avgar, Ariel C., and Adam Seth Litwin. 2014. "Explaining the Health Information Technology Paradox." *Perspectives on Work*, 18(1-2): 15-18

Litwin, Adam Seth, and Phillip H. Phan. 2012. "The Quality of Jobs Created by Entrepreneurs." *Perspectives on Work*, 16(1-2): 13-16.

Kochan, Thomas A., and Adam Seth Litwin. 2011. "The Future of Human Capital: An Employment Relations Perspective." In Alan Burton-Jones and John-Christopher Spender (Eds.), *Oxford Handbook of Human Capital*, pp. 647-670. New York: Oxford University Press.

Litwin, Adam Seth. 2009. Review of *Employment Relationships: New Models of White-Collar Work*, edited by Peter Cappelli. *British Journal of Industrial Relations*, 47(3): 607-608.

Barrett, Betty, Kevin Long, Lydia Fraile, and Adam Seth Litwin. 2004. "Counting the Global Aerospace Workforce." *Perspectives on Work*, 7(2): 13-15.

TECHNICAL REPORTS & WHITE PAPERS

Eaton, Adrienne, Deborah Konitsney, Adam Seth Litwin, and Nicole Vanderhorst. 2011. "The Path to Performance: A Study of High-Performing Unit-Based Teams at Kaiser Permanente." White paper prepared for Kaiser Permanente.

- Litwin, Adam Seth. 2005. “The Employment of Women in North America.” White paper prepared for North American Commission for Labor Cooperation.
- Barrett, Betty, Joel Cutcher-Gershenfeld, Lydia Fraile, and Adam Seth Litwin. 2004. “Strategies for Workforce Flexibility and Capability: The New Job Families at Boeing-St. Louis.” Technical report prepared for U.S. Department of Labor.

AWARDS & GRANTS

- Institute for the Social Sciences Small Grant Award (for “Labor Unions, Worker Voice, and the Spread of Healthcare-Associated Infections”), **Cornell University**, grantee, 2015.
- John T. Dunlop Outstanding Young Scholar Award, **Labor and Employment Relations Association**, winner, 2015.
- (Inaugural) Emerging Scholar Award in Employee Participation and Ownership endowed by the Foundation for Enterprise Development, **Academy of Management**, Human Resources Division, winner, 2013.
- Kauffman Firm Survey Promising Paper Award (for “Quality over Quantity: Reevaluating the Link between Entrepreneurship and Job Creation”), **Ewing Marion Kauffman Foundation**, selection, 2012.
- Labor and Employment Relations Association** Refereed Papers Competition (for “Justice or Just between Us? Empirical Evidence of the Trade-Off between Procedural and Interactional Justice in Workplace Dispute Resolution”), selection, 2012.
- (Inaugural) Kauffman Firm Survey Contributor Award, **Ewing Marion Kauffman Foundation**, winner, 2011.
- Labor and Employment Relations Association** Refereed Papers Competition (for “Not Featherbedding, but Feathering the Nest: Human Resource Management and Investments in Information Technology”), selection, 2011.
- Alfred P. Sloan Foundation** Industry Studies Dissertation Prize, first place, 2009.
- Labor and Employment Relations Association** Dissertation Award, honorable mention, 2009.
- Best Paper Derived from a Recent Dissertation (for “Technological Change at Work: The Impact of Employee Involvement on the Effectiveness of Health Information Technology”), **Academy of Management**, Healthcare Management Division, finalist, 2009.
- Kaiser Permanente** Labor Management Trust, postdoctoral research fellowship, 2008-2009.
- Best student paper (for “The Influence of Employment Relations on the Performance Impact of an Electronic Health Record System: Early Results from a Multi-method, Longitudinal Field Study”), **University Council of Industrial Relations and Human Resources Programs**, winner, 2008.
- Summer fellowship for initiating dissertation research on the integration of technology and employment strategy, Industrial Performance Center, **Alfred P. Sloan Foundation** (\$4,100), 2005-2008.
- Henning Fellowship, **Massachusetts Institute of Technology** (approx. \$30,000 each year), 2004-2008.

- Behavioral and Policy Sciences research funding, Sloan School of Management, **Massachusetts Institute of Technology** (\$5,000), 2002-2008.
- Sloan School Doctoral Fellowship, full tuition and stipend, **Massachusetts Institute of Technology** (\$45,940 per year), 2004-2008.
- Presidential Fellowship, full tuition and stipend, **Massachusetts Institute of Technology** (\$45,940), 2002-2003.
- Leverhulme Trust, “Future of Trade Unions in Modern Britain” Programme, Centre for Economic Performance, **London School of Economics**, Discussion Paper publication assistance, 2000.
- Industrial Relations Department’s best/highest graded master’s thesis, **London School of Economics**, 1999.
- Rotary Foundation** Ambassadorial Fellowship (approx. US\$25,000), 1999.
- Frederick W. Meier-Phi Beta Kappa Prize for best undergraduate thesis, university-wide, **University of Pennsylvania**, 1998.
- Thomas C. Cochran Prize for top honors thesis in American History, **University of Pennsylvania**, 1998.
- Department of History Research Grant for senior honors thesis, **University of Pennsylvania**, 1997.
- Benjamin Franklin Scholar, research-oriented, university-wide, general honors program, **University of Pennsylvania**, 1995-1998
- AFL-CIO** Grant for Aspiring Employment Relations Scholars (\$2,000), 1996.
- Anna M. Vincent Trust/**Mellon Bank** Fellowship (\$8,000), 1994-1998.

SELECT SEMINAR & CONFERENCE PRESENTATIONS[†]

University Research Seminars

Cornell University
 Johns Hopkins University
 Lehigh University
 London School of Economics
 Massachusetts Institute of Technology
 Michigan State University
 New York University
 Rutgers University
 University of California—Los Angeles
 University of Illinois—Urbana-Champ.
 University of Minnesota—Twin Cities
 Vanderbilt University

Conferences & Mini-Conferences

Labor and Employment Relations Association
 Industry Studies Association
 Academy of Management
 Wharton People & Orgs. Conference
 Ewing Marion Kauffman Foundation
 Technology and the Business of Health
 Int’l Labour Process Conference

[†] A complete and more-detailed list of seminar and conference presentations, including paper titles, specific departments/centers visited, and dates, is available upon request.

SELECT MEDIA MENTIONS & POPULAR PRESS

Baltimore Sun contributed comments, “Money Isn’t Everything.” December 2, 2012.

WYPR-Baltimore/National Public Radio’s “Midday with Dan Rodricks,” panelist for, “In Times of Recession, What Makes for a Good Employer?” May 9, 2012.

Baltimore Sun contributed comments, “A Sense of Direction: Workplace Morale Tied to More Than Just Salary and Benefits.” December 4, 2011.

Baltimore Sun “op-ed”, “Companies Must Renew Commitment to Workers.” September 15, 2011.

Financial Times contributed comments, “US Economy Shed 125,000 Jobs in June.” July 2, 2010.

ACADEMIC & PROFESSIONAL WORK EXPERIENCE

Associate Professor of Industrial and Labor Relations. ILR School, Cornell University. August 2014 – present.

Assistant Professor of Management. Carey Business School, Johns Hopkins University. August 2008 – July 2014.

Assistant Professor of Medicine (secondary appointment). Armstrong Institute for Patient Safety and Quality, School of Medicine, Johns Hopkins University. May 2012 – July 2014.

Academic Affiliate. The Worker Institute, ILR School, Cornell University, July 2015 – present.

Research Affiliate. Employment Policy Research Network, May 2011 – present.

Visiting Scholar. Faculty of Economics and Business, University of Sydney. June 2005.

Research Assistant. Labor Aerospace Research Agenda (LARA), Massachusetts Institute of Technology. March 2003 – May 2004; February 2005 – June 2005.

Visiting Labor Economist. North American Commission for Labor Cooperation, Washington, DC. August 2004 – November 2004.

Research Assistant. Board of Governors of the Federal Reserve System, Washington, DC. June 2000 – August 2002.

Research Economist. Econsult Corporation. September 1999 – June 2000.

TEACHING EXPERIENCE

Cornell University

Labor Relations/Collective Bargaining (graduate, undergraduate)

Johns Hopkins University

Strategic Human Capital (graduate, executive)

People & Markets (graduate)

Leading Healthcare Organizations (graduate)

Cohesive Approaches to Managing People (executive)

Innovations in Healthcare Leadership (executive)
Organizations: Leadership & Transformation (executive)
Employment Policy (undergraduate)
Topics in Human Resource Management (undergraduate)

Massachusetts Institute of Technology

People & Organizations (undergraduate)
Managerial Psychology (undergraduate)

DOCTORAL STUDENT ADVISING

Arun Karpur, PhD candidate in Organizational Behavior, ILR School, Cornell University, committee member.
Nikolaus Krachler, PhD candidate in International & Comparative Labor, ILR School, Cornell University, committee member.
Bradley Weinberg, PhD candidate in International & Comparative Labor, ILR School, Cornell University, committee member.

UNIVERSITY SERVICE

Graduate Board Oral Examination Committee, Department of Economics, Krieger School of Arts & Sciences, Johns Hopkins University, member (2011-2014).
University-Wide Faculty Library Advisory Committee, Johns Hopkins University, member (2010-2014).
Phi Beta Kappa Selection Committee, Krieger School of Arts & Sciences, Johns Hopkins University, member (2009-2014).
Committee to Develop Undergraduate Requirement in Quantitative Data Analysis, School of Arts & Sciences, University of Pennsylvania, member (1996-1998).

SCHOOL SERVICE

Graduate Admissions Committee, ILR School, Cornell University, member (2014-).
Dean's Research Scholars Selection Committee, Johns Hopkins Carey Business School, member (2013-2014).
Admissions Advisory Committee, Johns Hopkins Carey Business School, member (2012-2014).
Faculty Library Advisory Committee, Johns Hopkins Carey Business School, member (2010-2014).
Management and Marketing Curriculum Committee, Johns Hopkins Carey Business School, member (2009-2011).
Hiring Assessment Committee, Johns Hopkins Carey Business School, member (2008-2010).

PROFESSIONAL SERVICE

- Journal of Industrial Relations*, editorial board, member (2015-)
- Academy of Management HR Division, Award Selection Committee, Emerging Scholar Prize in Employee Participation, member (2014-); chair (2014-2015).
- “Work and Employment Relations in Health Care,” conference co-organizer and guest co-editor of related special issue of *Industrial and Labor Relations Review* (2014-2016).
- Industry Studies Association annual conference, track organizer, Labor Markets, Organizations, and Employment Relations (2011-).
- Labor and Employment Relations Association, Junior Faculty Steering Committee, chair (2012-2015).
- Labor and Employment Relations Association, Work and Human Resources Network interest section, co-chair (2013-2015).
- Industry Studies Association, Early Career Development Committee, chair (2012-2013); member (2011-2013).
- Labor and Employment Relations Association annual meetings, workshop organizer, PhD student consortium (2004).
- ad hoc reviewer, *Industrial and Labor Relations Review*, *Industrial Relations*, *British Journal of Industrial Relations*, *Human Resource Management*, *Human Resource Management Journal*, *Journal of Industrial Relations*, *Work & Occupations*, *Journal of Business Research*, *Applied Clinical Informatics*, *Journal of the American Medical Informatics Association*, and *Medical Care*
- conference reviewer, Academy of Management, Industry Studies Association, and Labor and Employment Relations Association

PROFESSIONAL AFFILIATIONS

- Labor and Employment Relations Association (LERA)
- Industry Studies Association (ISA)
- Academy of Management (AoM)
- Healthcare Information and Management Systems Society (HIMSS)