Institute for Compensation Studies™ (ICS)
Cornell University ILR School

The Institute for Compensation Studies™ (ICS) analyzes, teaches and communicates about monetary and non-monetary rewards from work, and how rewards influence individuals, companies, industries and economies.

ICS advances discourse and decision making on compensation in the workplace through research, resources, expertise and training for:

- Students
- Policymakers
- Business leaders
- Compensation practitioners
- Academics
- Media

ICS thought leadership applies across countries, types of organizations and organizational layers – from boards of directors to entry-level employees and contract workers.

Supported within Cornell University and the ILR School, ICS brings considerable breadth and depth to compensation studies.
Investigating real-world issues

ICS research and leading-edge insight address compensation issues challenging employers and employees in today's dynamic global marketplace.

Themes of ICS research range from top executive compensation and cultural perceptions of pay, to work and rewards among diverse groups including employees with disabilities, night-shift workers or those with criminal records.

The large array of perspectives and experiences housed within ICS supports problem solving with robust thinking and reasoned action.

Proprietary Data Archive More than 25 unique employer datasets on compensation reside in the Cornell Restricted Access Data Center (CRADC), an NSF-sponsored site securing confidential research data.

Research Fellows Aligned with more than 50 fellows at leading universities, ICS draws from scholarly expertise around the world.

Working Paper Series In-progress academic research is accessible through ICS' online platform hosted by DigitalCommons@ILR at Cornell ILR's Catherwood Library.

Enriching professional practice

Leaders and decision makers are compelled by today's dynamic global environment to examine how changing compensation boosts or blocks competitive advantage and strategic growth.

The Institute shares its thought leadership with executives and professionals from all sectors through:

- Trusted technical analysis
- Consultation and customized training
- Open enrollment, in-person and online programs

ICS also offers practitioner-focused commentaries on topical public data and new scholarly research.

The Institute for Compensation Studies is at the crossroads of scholarship and practice... dedicated to creating an exchange of ideas that helps new knowledge hit its mark in the workplace.
Exploring, educating across disciplines

No institution is as big, broad and deep in addressing workplace issues as Cornell’s ILR School. Within this rich multidisciplinary context, ICS advances the next generation’s knowledge and skills in compensation.

Undergraduate and graduate students, as well as professionals, engage with expert Cornell faculty and staff in compensation coursework, briefings, internships and research, through programs based in Ithaca, NY and New York City.

ICS scholars and students span disciplines, including:

- Accounting
- Economics
- Finance
- HR Studies
- Industry Studies
- Labor Relations
- Law
- Management
- Organizational Behavior
- Psychology
- Sociology

Cornell ILR’s more than 11,000 alumni—leaders in various fields—provide real-world input for ICS research and create workplace opportunities for students.