Last updated: 03/30/26

Matt Saleh

mcs378@cornell.edu
Cornell Faculty Page

Professional

2024-present **Senior Associate Director**, Cornell University, ILR School Labor & Employment Law Program, Criminal Justice & Employment Initiative

2017-present **Lecturer**, Cornell University (*Prisons*, GOVT/AMST 3141; *Disability Law*, ILRGL 4033/6033; *Global Comparative Disability Policy*, ILRGL 4360; *Disability, Employment, & Workforce Development Policy*, ILRGL 4023)

2021-2023 **Lecturer of Political Science**, State University of New York at Cortland, Political Science Department (*Gun Control: Crime, Law, & Policy*, POL/CRM 348; *Politics & Multiculturalism*, POL 110; *Politics of Education Policy*, POL 347)

Education

2015 **Ph.D.**, **M.Phil.**, Political Science & Education, Columbia University, Graduate School of Arts & Sciences (New York, NY)

2011 **J.D.**, *magna cum laude* (for top 10%), Syracuse University College of Law (Syracuse, NY), Chancellor's Scholar (highest academic scholarship)

2008 **B.A.**, *cum laude*, Political Science, Union College (Schenectady, NY)

Awards

2015-2016 **Fulbright Scholar**, U.S. Department of State, Barbados

2021 **Engaged Learning Teaching Award**, Cornell University, ILR School

2023 **Community-Engaged Practice & Innovation Award**, Cornell University, Einhorn Center for Community Engagement

Professional Certifications

2020 Data Analytics, eCornell (*Using Predictive Data Analysis, Understanding and Visualizing Data, Scientific Decision Making*)

Teaching

Law and Policy

Lecturer, *Disability Law* (ILRGL 4033, ILRGL 6033 [graduate option]), Cornell University, ILR School, Spring 2017/18/19/2020/21/22/23/24/25/26.

Lecturer, *Global Comparative Disability Policy* (ILRGL 4360), Cornell University, Fall 2018/19/2020/21/22/23/24.

Lecturer, *Disability, Employment, & Workforce Development Policy* (ILRGL 4023), Cornell University, Spring 2021/22/23/24/25.

Guest Lecturer, *Intro to ILR* (ILRGL 1510), "Access to Employment for Justice-Impacted Individuals," Cornell University, Fall 2022/23/24/25.

Lecturer, "Disability and Healthcare Policy," Cornell University, Weill Cornell Medicine Health Policy Clerkship, Spring 2025/26.

Political Science/Government

Lecturer, *Prisons* (GOVT/AMST 3141), Cornell University, Summer 2020/21/22/23/24/25, Winter 2021/22/23/24/25/26

Lecturer, *Gun Control: Crime, Law, and Policy* (POL/CRM 348), SUNY Cortland, Political Science Department, Spring 2022/23.

Lecturer, *Politics of Education Policy* (POL 347), SUNY Cortland, Political Science Dept., Spring 2022.

Lecturer, *Politics & Multiculturalism* (POL 110), SUNY Cortland, Political Science Dept., Fall 2023/24.

Lecturer, *Contemporary Issues in Education* (FSA 305), SUNY Cortland, Foundations of Social Advocacy Department Dept., Fall 2023/24, Spring 2023.

Teaching Associate, *Prisons* (GOVT/AMST 3141), Cornell University, Summer 2018/19, Winter 2019/20.

Teaching Assistant (TA), *Introduction to American Politics* (D. Kato, POLS W1210), Columbia University, Department of Political Science, Fall 2013.

TA, *The American Congress* (I. Gertzog, POLS W3322), Columbia University, Department of Political Science, Spring 2014.

TA, *Race, Law, and American Politics* (D. Kato, POLS V3240), Columbia University, Department of Political Science, Fall 2014.

Executive Education

Lecturer, *Access to Work for Justice-Impacted Individuals*, eCornell 4-course certificate (2025-present).

Grants

Principal Investigator (PI), "Improving Vocational Rehabilitation Outcomes for Out-of-School Youth Involved in the Justice and/or Foster Care Systems," U.S. Department of Health and Human Services, Administration for Community Living, Field Initiated Programs – $600,000 over three years.

Co-PI, "Community of Practice: Reentry for Justice-Involved Youth with Developmental Disabilities," U.S. Department of Health and Human Services (prime sponsor), New York State Developmental Disabilities Planning Council (pass-through sponsor) – $1,500,000 over five years.

Co-PI (with Sarah von Schrader & Jen Brooks), "Employer Attitudes and Practices Towards Hiring Justice-Involved Individuals with Disabilities: Improving Employer Engagement with Vocational Rehabilitation and Workforce Systems," U.S. Department of Health and Human Services, Administration for Community Living, Field Initiated Programs – $750,000 over three years.

PI, Cornell Criminal Justice and Employment Initiative, NYS Division of Criminal Justice Services, New York State Legislature, Combined House Budget, $100,000 in FY25 (here) and FY26 (here).

PI, Cornell Criminal Justice and Employment Initiative, NYS Department of Labor, New York State Legislature, Combined House Budget, $50,000 in FY25 (here) $125,000 in FY26 (here), $350,000 in FY27 (here).

Co-PI, Evaluation component subcontract for the Arc's National Center on Criminal Justice and Disability (primary grantee) "Just Policing: Disability Inclusion Training," U.S. Department of Justice, Community Oriented Policing Services (COPS) Office – $55,709 over 1.5 years.

Evaluation Lead, The Justice Innovation for Bronx Youth ("JIBY") Program, subcontract with the Bronx District Attorney's Office, U.S. Department of Justice, Office of Juvenile Justice and Delinquency Programs, FY24 Youth Justice and Mental Health Collaboration Program – $650,000 over 3 years.

PI, Improving Access to Education and Career/Technical Education for Justice Impacted New Yorkers, SUNY Innovative Instruction Technology Grant (IITG) – $66,638 in FY 24-25.

Co-PI, Interagency Collaboration Supporting Career Pathways for Youth with Disabilities, New York State Legislature, Combined House Budget, $300,000 in FY25 (here) and FY26 (here).

Research Director, U.S. Department of Labor Youth Transition Technical Assistance Center, U.S. Department of Labor, Office of Disability Employment Policy, CAPE-Youth – grant total $7,500,000 over five years (Lead Grantee: Council for State Governments; Sub-Grantee: Cornell University).

Co-PI, Best and Emerging Practices for Interagency Collaboration to Support Transitioning Youth, U.S. Department of Labor Youth Transition Technical Assistance Center, U.S. Department of Labor, Office of Disability Employment Policy, CAPE-Youth – grant total $4,000,000 over four years (Lead Grantee: Council for State Governments; Sub-Grantee: Cornell University).

PI, "*Pro Se*: Empowering Justice-Involved Youth Through Speech, Debate, and Self-Advocacy Training, Cornell University Engaged Opportunity Grant - $3,000; contract with a community partner Central New York Health Home Network to pilot the program with $95,000 additional funding from the Community Foundation of Herkimer & Oneida Counties, and M&T Bank/Partners Trust Bank Charitable Fund.

Key personnel, PI of interagency collaboration study, New York State Promoting the Readiness of Minors in Supplemental Security Income (PROMISE), U.S. Department of Education – $32.5 million over five years.

Key personnel, "Empowering Neurodiverse Populations for Employment through Inclusion AI and Innovation Science," National Science Foundation, Convergence Accelerator Phase II, Nilanjan Sarkar (PI), Brian Scassellati, James Rehg, and Susanne Bruyère (Co-PIs) – $5,000,000 over five years.

Key personnel, "Prison-to-Work Transition and Job Search Experience," National Science Foundation, Sam Bacharach (PI), Peter Bamberger, Mo Wang (Co-PIs), Proposal #198864 – $500,000 over 5 years.

PI, "Employer Practices, Processes, and Attitudes Related to Applicant Background Checks" Mixed-Methods Research Study, Cornell University Center for Applied Research on Work (CAROW) Policy Lab and Yang-Tan Workability Incubator – $300,000 in FY24, in collaboration with the Cornell Brooks School of Public Policy.

Co-PI (with Jennifer Brooks), "Employer Attitudes and Practices Towards Hiring Justice-Involved Individuals with Disabilities: Improving Employer Engagement with Vocational Rehabilitation and Workforce Systems," Cornell University Center for Applied Research on Work (CAROW) Policy Lab and Yang-Tan Workability Incubator – $47,686 over one year.

Research Advisory Board, "Transition to Thrive (T3)" federally funded grant initiative by Wisconsin Department of Corrections, addressing the needs of vulnerable youth at the intersection of race, disability, and justice involvement.

Book Projects

Saleh, M. *Teaching Disability Law*. Edward Elgar Publishing.

Bruyère, S. & **Saleh, M.** (Eds.). Handbook on research on disability and society. Edward Elgar Publishing.

Scholarly Publications

† *Denotes empirical, peer-reviewed research article*

Brooks, J., **Saleh, M.**, & Gao, S. Y. (2026, in press). Estimating the intersecting labor market disparities for justice-impacted people with disabilities: Evidence from two national datasets. *Research in Social Stratification and Mobility*.†

Saleh, M. (2026, in press). Disability, deviance, and crime control. In *Deviance Today, 3rd Edition.* Routledge.

Brendli Brown, K., Bruyére, S., Chang, V., **Saleh, M.**, Vogus, T. (2026, in press). Supportive employer practices and strategies for autistic job seekers: Managing interview anxiety and demonstrating teamwork skills. *Journal of Applied Rehabilitation Counseling.*†

Saleh, M., Hoge, J., & Mulroy, E. (2025). Occupational restrictions and inadequate relief in state-level *Clean Slate* efforts. *Ohio State Journal of Criminal Law, 22*(2) 311-334.

Saleh, M., McNutt, T., Anderson, J., Mulroy, E., Na, S., & Zhou, S. (2024). "Civil death" and labor market alienation: Comparative analysis of legislation limiting access to work for the justice impacted in OECD countries. *Harvard Human Rights Journal,* available here.† (also presented at the *International Labour Organization 8th Annual Regulating for Decent Work Conference*).

Saleh, M., Hickman, B. J., Prince, A. M. T., Cook, L. H., Bickford, J., Chu, K., & Kitsantas, E. (2024). IDEA manifestation determination review as restorative practice. *Touro Law School Journal of Race, Gender, and Ethnicity, 13*(1), 132-167.

Shaw, L. A., **Saleh, M.**, Osmani, K. J., & Jackson, K. (2023). A national study of state-level interagency collaboration among youth serving systems. *Journal of Rehabilitation, 89*(3).†

Chang, H-Y, **Saleh, M.**, Bruyère, S. M., & Vogus, T. J. (2023). Making the employment interview work for a neurodiverse workforce: Perspectives of individuals on the autism spectrum, employers, and service providers. *Journal of Vocational Rehabilitation, 59*(1), 107-122.†

Saleh, M., Potter, H., & Foley, K. (2023). Law's body. *Mercer Law Review, 74*. [legal analysis of the ways that the human body is constructed in American jurisprudence].

Clements, N., Falcon, P., Sodhi, R., & **Saleh, M.** (2023). *Pro Se* speech and debate mentoring program for justice-impacted youth: Community-engaged learning experiences of Cornell University students. *SUNY Journal of the Scholarship of Engagement, 3*(2).†

Saleh, M., Malzer, V. B., Erickson, W. E., von Schrader, S., & Bruyère, S. M. (2023). Disability-inclusive online outreach and recruitment for employers. In J. Beatty, S. Hennekam, & M. Kulkarni (Eds.), *DeGruyter Handbook of Disability and Management*. †

Saleh, M. (2022). Falling away into disease: Disability-deviance narratives in American crime control. *St. John's Law Review*, *95*(4).

Saleh, M., Watts, J., Bruyère, S., Potter, H., & Smith, S. J. (2022). COVID-19, workplace mental health and the ADA "regarded as" prong: A hypothetical case study. *Nova Southeastern Law Review, 46*(3).

Saleh, M. & Bruyère, S. (2022). An international perspective on disability social policy. In Brown, Maroto & Pettinicchio (Eds.), *Oxford Handbook on the Sociology of Disability*.

Saleh, M. & Bernick, M. (2022). Autism hiring programs and interface with the legal and regulatory environment (Ch. 12). In *Society for industrial and Organizational Psychology's Organizational Frontiers Volume on "Neurodiversity at Work."*

Saleh, M., Chang, H-Y, Bruyère, S. M., & Vogus, T. J. (2022). Neurodiverse applicant screening, interviewing, and selection (Ch. 4). In *Society for industrial and Organizational Psychology's Organizational Frontiers Volume on "Neurodiversity at Work."*

Saleh, M., Shaw, L., Malzer, V., & Podolec, P. (2019). Interagency collaboration and communication in transition to adulthood: A mixed methods approach to identifying promising practices and processes in the NYS PROMISE project. *Journal of Vocational Rehabilitation, 51*(2), 183-198.†

Saleh, M. (2019). Global perspectives on employment for people with disabilities. In S. M. Bruyère, (Ed.), "Employment and Disability: Issues, Innovations, and Opportunities." Urbana-Champagne, IL: Labor and Employment Relations Association (LERA).

Saleh, M., Golden, T. P., & Switzer, E. (2019). U.S. employment and disability policy framework: Competing legislative priorities, challenges, and promising practices. In S. M. Bruyère, (Ed.), "Employment and Disability: Issues, Innovations, and Opportunities." Urbana-Champagne, IL: Labor and Employment Relations Association (LERA).

Saleh, M., Golden, T. P., & Bruyère, S. M. (2019). Social Policy and Disability. In D. Dunn (Ed.), Understanding the experience of disability: Perspectives from social and rehabilitation psychology. New York, NY: Oxford University Press.

Saleh, M., & Bruyère, S. M. (2018). Leveraging Employer Practices in Global Regulatory Frameworks to Improve Employment Outcomes for People with Disabilities. *Social Inclusion, 6*(1), 18-28.

Bruyère, S. M., & **Saleh, M.** (2017). Disability Law and Policy. In D. R. Maki & V. M. Tarvydas (Eds.), Professional Practice of Rehabilitation Counseling, Third Edition. New York: Springer.

Golden, T. P., **Saleh, M.**, & Bruyère, S. M. (2016). Disability Legislation for Rehabilitation Practitioners. In A. Moroz, S. R. Flanagan, & H. Zaretsky (Eds.), Medical Aspects of Disability. NY: Springer.

Saleh, M. (2014). Public policy, parol evidence and contractual equity principles in Individualized Education Programs: Marking the four corners of the IEP to mitigate unequal bargaining power between parent-guardians and school districts. *Journal of Law and Education, 43*(3), 367-394.

Saleh, M. (2011). Modernizing *San Antonio Independent School District v. Rodriguez*: How evolving Supreme Court jurisprudence changes the face of education finance litigation. *Journal of Education Finance, 37*(2), 99-129.

Policy Papers

Herazy, A., **Saleh, M.**, Anderson, J., & Kim, S. (2025). A short history of criminal background checks in employment. Cornell University, ILR School, Center for Applied Research on Work, here.

Saleh, M., Law, K., Brooks, J., Shaw, L., & Karhan, A. (2024). Job training for justice-impacted New Yorkers with Disabilities: Interagency coordination between corrections and vocational rehabilitation. Cornell University, Yang-Tan Institute on Employment and Disability, here.

Saleh, M., McNutt, T., & Herazy, A. (2024). Subminimum wages in New York State prisons. Cornell University, ILR School, Center for Applied Research on Work, here.

Saleh, M., Cook., L., Brooks, J., & Shaw, L. (2024, Aug.). Improving vocational rehabilitation outcomes for justice- and/or foster-involved youth with disabilities: Toolkit for practitioners, here.

Saleh, M., Anderson, J., McNutt, T. (2024). Making Fair Chance hiring a reality through HR innovation. Cornell, ILR School, "New York at Work Annual Report 2023-24," available here.

Mulroy, E., **Saleh, M.**, & Hoge, J. (2023). Updating New York State's Employment Restrictions for People with Criminal Convictions. Cornell University, Criminal Justice and Employment Initiative, here.

Saleh, M., & Sikder, A. (2023). Transition Services for Justice-Involved Youth and Young Adults with Disabilities: Rehabilitation and Recovery Practices. Center on Advancing Policy on Employment for Youth. Office of Disability Employment Policy, U.S. Department of Labor, here.

Sergio, N., & **Saleh, M.** (2023). Diversion and Reentry for Justice-Involved Youth with Disabilities: A Landscape Analysis of Ten New York Counties. Cornell University, Yang-Tan Institute on Employment and Disability, here.

Saleh, M. & Cook, L. H. (2020). Serving justice-involved youth with disabilities. Vocational Rehabilitation Youth Technical Assistance Center, U.S. Department of Education, Rehabilitation Services Administration, here.

Saleh, M., Malzer, V. B., Erickson, W. E., von Schrader, S., & Bruyère, S. M. (2023). Disability outreach and inclusion messaging: Assessment checklist for employer career pages. U.S. Department of Labor, Office of Disability Employment Policy: Employer Assistance and Resource Network (AskEARN), here.

University and State Service

ILR Government Relations Committee, 2022-present.

ILR Office for Engaged and Experiential Programs Advisory Board, 2023-present (3-year term).

Vice Provost's Committee on K-12 Education Engagement, 2022-2025.

New York State Young Adult Diversion Working Group (funded by the U.S. Department of Education), 2019-2024.

Conference Presentations

Presenter (with Jen Brooks), "An Intersectional Explanation of Vocational Rehabilitation Outcomes among Justice-Involved and Non-Justice-Involved," American Sociological Association Annual Conference (2025).

Presenter, Relief in the Making: The Policy, Implementation, and Impact of Rights Restoration Laws, Ohio State Law School (event sponsored by the national Clean Slate Initiative) (2024).

Panelist, Touro Law Symposium, Educational Equity (2024).

Presenter, "Centering Justice-Impacted Youth with Disabilities," The Arc National Convention, New Orleans, LA (2023).

Panelist, International Labour Organization 8th Annual Regulating for Decent Work Conference (2023).

Panelist, Mercer Law Review Symposium, Narrative in Law (2023).

Panelist, Nova Southeastern Law Symposium, Legal Equity During the COVID-19 Pandemic (2022).

Workshop & Poster, Division of Career Development and Transition (DCDT) Annual Conference, "Transition Services & Activities for Justice-Involved Youth & Young Adults with Disabilities," November 5, 2022.

Panelist, Direct Employers DEAMCon2022, "Neurodiversity in the Workplace: Breaking Down Barriers," April 22, 2022.

Panelist, St. John's Law Review Symposium, "Multiple Marginalization in the Criminal Justice System Before, During, and After Prison," October 8, 2021.

Workshop, "COVID-19: Considerations for Implementing Innovative Disability-Inclusive Workplace Practices," U.S. Equal Employment Opportunity Commission (EEOC) 24th Annual EXCEL (EXamining Conflicts in Employment Law) Conference, June 2021 (with Bobby Silverstein).

Panelist, "Intentional Inclusion in the Post COVID-19 Workplace," NILG 2021 National Conference "Strike a Chord for Equality and Compliance," August 1-4, 2021 (with Kevin Fitzpatrick, PepsiCo and Ivy Lattimer, CVS Health).

Panelist, St. John's School of Law's Labor and Employment Law Society's ADA Anniversary Conference, March 2021.

Panelist, "Panel Discussion on Employing People with Disabilities," Labor and Employment Relations Association (LERA) Annual Conference 2019 (with Susanne Bruyère, Hassan Enayati, Mason Ameri, Doug Kruse, Lisa Shure, and James Whitcomb).

Presenter, "Factors Improving Interview Process Outcomes for Autistic Individuals," 3rd Annual Autism at Work Research Workshop, Sponsored by Microsoft Research (with Susanne Bruyère, Vicki Chang, and Timothy Vogus).

CUNY Neurodiversity Conference 2019, "Implications for Transition to Employment and Healthcare for Youth and Young Adults with Autism: Findings from a Scoping Review" (with Kelly Clark and Nancy Hinkley).

Presenter, Division on Career Development and Transition, DCDT Conference 2017, "New York State PROMISE Implementation Fidelity Design" (with Arun Karpur, Hassan Enayati).

Poster, Division on Career Development and Transition, DCDT Conference 2016, "New York State PROMISE Collaborative Network Study."

Presenter, National Industry Liaison Group, ILG National Conference 2014, "Are We There Yet? New Section 503 and VEVRAA Regulations" (with Judy Young).

Prior Positions Held

GED Instructor, Auburn Correctional Facility, Auburn, NY (2010-2012).
Custodian, Dodge Vocational High School, Bronx, NY (2008-2012).
Special Education Teaching Assistant, Wildwood School, Schenectady, NY (2006-2008).
Community Service Provider, Schenectady Office of Children and Family Services (2006-2009).

Union Membership

2021-present	American Federation of Teachers (AFT), American Association of University Professors, SUNY Cortland & Cornell Chapters
2015-2020	American Federation of Musicians, Local 802 (New York, NY), while signed as a recording artist with Atlantic Records, Warner Music Group
2009-2012	International Union of Operating Engineers, Local 891 custodial engineer's union, while working as a custodian at Dodge Vocational High School, P.S. X565 (Bronx, NY)