

2012 Summer PAID Fellowship with ILR Institute for Compensation Studies in NYC

The Institute for Compensation Studies (ICS), is located within the ILR School, Extension and Outreach Division in NYC. ICS is an interdisciplinary center that researches, teaches, and communicates about monetary and non-monetary rewards from work, and how these rewards influence outcomes for individuals, companies, industries, and economies.

ICS is providing one research fellowship for summer 2012 in New York City. The chosen Fellow will conduct research and assist ICS faculty. This is a paid, full-time fellowship in NYC and will last nine (9) weeks from June through August.

This fellowship is in NYC and pays up to \$3,200 for June 4 – August 3.

Executive Compensation – current, foundational and future research

The Summer Fellow will focus on the robust topic of executive compensation through an interdisciplinary lens, conducting a literature review and select interviews to compile a library of research “classics”, current standards, and frontier-defining working papers. In addition, the Fellow will create visual charts of trends in CEO and top executive compensation in publicly listed companies and nonprofits. The Fellow will see the fruition of this work in a published work as this project is planned to contribute to a new *Oxford Handbook on Executive Compensation* (under contract). The Oxford Handbooks are one of the top academic reference series and include essays and literature from leading scholars across disciplines and are viewed as “defining” the field of study.

The Fellow will gain a wide exposure to academic research on executive compensation and a hands-on familiarity with data reported in SEC required filings. This research is part of the continuing growth of the Institute for Compensation Studies.

Qualifications:

- Research and analytical skills
- Interest in learning more about executive compensation
- Interpersonal skills and the ability to work as a member of a high-performing team
- Ability to work independently
- Experienced at web-based research and excel. Familiarity with a statistics package is a plus.
- *Preference will be given to those with relevant work experience; all encouraged to apply.*

Submission:

- Applicants need to send application, resume and writing sample to Katherine Solis (katherine.solis@cornell.edu) **by March 16, 2012.**
- **Finalists will be announced the last week of March**, with interviews to follow.
- If you have questions, please contact Katherine Solis (katherine.solis@cornell.edu).
- Participants are responsible for their housing accommodations in NYC.

Cornell University is an equal opportunity, affirmative action educator and employer.



Fellowship Application

ILR Institute for Compensation Studies - Summer 2012

Please complete the following application and email it to **Katherine Solis** (katherine.solis@cornell.edu), or fax it to her attention at (212) 340-2822. Please attach your resume, a writing sample such as an essay or research paper you have written as a student, and the name and phone number of an ILR faculty member who can provide a reference for your work.

APPLICATION DUE MARCH 16, 2012 to katherine.solis@cornell.edu.

Full Name: _____

Permanent Address: _____

City: _____ State: _____ Zip Code: _____

Campus Address: _____

City: _____ State: _____ Zip Code: _____

Email: _____ Phone: _____

Year at ILR (check one): _____ Freshman _____ Sophomore _____ Junior

Reference from Faculty Name: _____ Phone: _____

Email: _____

Professor who will supervise you: Linda Barrington

Project Title: Executive Compensation – current, foundational and future research?

Application is for: Summer 2012

1. Please **write a brief statement** indicating why you are interested in this summer’s project: *Executive Compensation – current, foundational and future research?*
2. What **skills and education/work experience** do you have that would be relevant to your work on this project?
3. Please attach your **resume, a writing sample such as an essay or research paper you have written as a student.**
4. Will you be available to work a regular workweek, regular hours, Monday-Friday, 9-5, starting June 4 - August 3? If not, describe your preferred schedule.