

2013 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 a research fellowship for summer 2013 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 eight (8) weeks from June through August.

This fellowship is in NYC and pays up to \$3,200 for June 3 – August 2.

Compensation – curriculum development, public communications, research support

The Summer Fellow will support curriculum development for open enrollment programs on compensation and related topics. Our open-enrollment executive education programs are designed to leave a lasting impact on executives and their organizations. To this end, the Fellow will:

- Research latest trends and publications in compensation;
- Interact with thought leaders and business practitioners;
- Research the intersection of business and the social sciences;
- Explore methods of educational program distribution through social media;
- Conduct market research and integrate findings in shared community resource.

In addition, the Fellow will support ongoing ICS activities and projects related to research, training and public discourse about compensation-related issues and practices, with an emphasis on communication, having an opportunity to:

- Become familiar with major economic indicators, trends and highlights by learning to access, identify and interpret publically released data series from the Bureau of Labor Statistics and other government sources
- Build writing skills by drafting short (often bulleted-style) text summarizing the “punch line” of your data analysis
- Use your acquired skills to conduct web or online library research to compile background materials (e.g., bullets of facts or excel charts) that will support ICS faculty and staff in public presentations, webcasts, commentaries, and media interviews
- Contribute to communications distributed to the media
- Support the development open enrollment courses in compensation for HR executives
- Summarize findings from academic research and translate conclusions for audiences ranging from business practitioners, and journalists to the broader public
- Assist and participate in the execution of scheduled in-person meetings, i.e., conferences, working groups, book signing, colloquium, etc., with alumni, executives, journalists and academics.

The Fellow will gain a wide exposure to compensation topics, broadly defined, and a hands-on familiarity with related data.

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 April 18, 2013.**
- **Finalists will be informed by April 30th**, 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 2013

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 APRIL 18, 2013 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: Compensation – curriculum development, public communications, research support

Application is for: Summer 2013

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 3 - August 2? If not, describe your preferred schedule.