

2014 Summer PAID Fellowship with ILR Institute for Compensation Studies in NYC

The Institute for Compensation Studies (ICS) is an interdisciplinary center within the ILR School, with offices in Ithaca and New York City. ICS 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 2014 in New York City. As a member of the ICS team, the chosen Fellow will conduct research and assist ICS faculty and staff. 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 2 – August 1.

Performance Pay: Interdisciplinary Perspectives

The Summer Fellow will focus on the complex topic of performance pay through an interdisciplinary lens. The Fellow will learn about a broad spectrum of pay-for-performance considerations, such as unique characteristics of executive and superstar pay, or how the efficacy and return of a performance-based pay system can be assessed.

The Fellow will gain a wide exposure to academic and business research on pay-for-performance issues while supporting curriculum development for a new Advanced Certificate in Performance Pay, Metrics and Practice Alignment offered by the Institute for Compensation Studies. Experience will also be gained in launching a new product into the marketplace of professional development training.

Qualifications:

- Experience with web-based research and data collection
- Interpersonal skills and the ability to work as a member of a high-performing team
- Ability to work independently
- Analytical and visual graphics skills including strong experience with Excel and/or PowerPoint. Familiarity with either a statistical software package (i.e., STATA, SAS) or video-editing software is a plus.
- Interest in learning about issues relating to compensation and rewards for work
- *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 4, 2014.**
- **Finalists will be informed by April 21st**, with interviews to follow.
- If you have any 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 2014

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 4, 2014 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: Performance Pay: Interdisciplinary Perspectives

Application is for: Summer 2014

1. Please **write a brief statement** indicating why you are interested in this summer's project: *Performance Pay: Interdisciplinary Perspectives*?

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 2 - August 1? If not, describe your preferred schedule.