

2015 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 a research fellowship for summer 2015 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 July.

This fellowship is in NYC and pays up to \$3,200 for June 1 – July 31.

Total Rewards: Bridging practice through research and teaching

The Summer Fellow will focus on the complex topic of total rewards. By supporting the continuing education, communications and research programs of Institute for Compensation Studies, the Fellow will be given the opportunity to learn about a broad spectrum of pay-for-performance considerations. Fellows will observe two of ICS' continuing education courses, gaining insight into the challenges that practitioners face on the front lines of HR.

Supporting ICS' practitioner - and media-focused publications and communications/marketing, the Fellow will gain wide exposure to the academic and business perspectives on pay and workplace practices. Possible research topics may include, but are not limited to, the following: pay for "green infrastructure jobs," linking total shareholder return to CEO pay, income inequality and gender pay gaps. Fellows are expected to spend 20 percent of their time exploring their own compensation-related topic of interest.

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 Fonte (kjs275@cornell.edu) **by April 10, 2015.**
- **Finalists will be informed by April 24th**, with interviews to follow.
- If you have any questions, please contact Katherine Solis Fonte (kjs275@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 2015

Please complete the following application and email it to **Katherine Solis Fonte** (kjs275@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 10, 2015 to kjs275@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: Total Rewards: Bridging practice through research and teaching

Application is for: Summer 2015

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 1 - July 31? If not, describe your preferred schedule.