

John Edward McCarthy

Cornell University

ILR School

Email:

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Research Statement

Undertaken in the context of U.S. public schools, one of my primary research streams focuses on how empowering workplace institutions, including labor-management partnerships, affect outcomes such as employee well-being, turnover, and performance. I'm particularly interested in how empowering institutions affect these outcomes by transforming the nature of workplace relationships for different stakeholders, including union leaders (McCarthy, forthcoming) and frontline staff (Rubinstein & McCarthy, 2016). A second, related research stream critically evaluates core theoretical assumptions regarding the nature of social capital in the context of the modern economy, including the prevailing assumption that relationship stability is essential for supporting worker mobilization (Heckscher and McCarthy, 2014) and employee well-being (McCarthy and Levin, forthcoming). My research appears or is forthcoming in leading peer-reviewed journals, including *ILR Review*, *British Journal of Industrial Relations*, *Journal of Applied Psychology*, *Personnel Psychology*, and *Advances in Industrial and Labor Relations*. My scholarship has also been cited by multiple Supreme Court cases, namely *Friedrichs v. California Teachers Ass'n (2015)* and *Janus v. AFSCME (2018)*.

Academic Appointments

Cornell University, Ithaca, NY ILR School, Department of HR Studies Assistant Professor	2015-Present
<ul style="list-style-type: none"> • Off the tenure clock for 2018 academic year 	

Massachusetts Institute of Technology, Cambridge, MA Sloan School of Management (Sponsor: Tom Kochan) Post-Doctoral Fellow	2015
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Education

Rutgers University, New Brunswick, NJ School of Management and Labor Relations Ph.D., Industrial Relations and Human Resource Management	2014
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School of Arts and Sciences BA, English, with studies in Industrial Relations and Psychology (High Honors)	2007
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University of Pennsylvania, Philadelphia, PA Wharton Business School (Sponsor: Matthew Bidwell)	2013
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Visiting Doctoral Student

PUBLICATIONS

Peer-Reviewed Journal Articles

- [6] McCarthy, J.E. and Levin D.Z. (conditionally accepted).
“Network Residues: The Enduring Impact of Intra-Organizational Dormant Ties.” *Journal of Applied Psychology*.
- [5] McCarthy, J.E. (in press).
“Catching Fire: Institutional Interdependencies in Union-Facilitated Knowledge Diffusion.” *British Journal of Industrial Relations*.
- [4] Rubinstein, S.A* and McCarthy, J.E.* (2016). *Both authors contributed equally
“Union-Management Partnerships, Teacher Collaboration, and Student Performance.” *ILR Review*. 69(5), 1114-1132.
- [3] Heckscher, C., & McCarthy, J.E. (2014).
“Transient solidarities: commitment and collective action in post-industrial societies.” *British Journal of Industrial Relations*. 52(4), 627-657.
- [2] Phillips, J. M., Gully, S. M., McCarthy, J.E., & Castellano, W.G. & Kim, M.S. (2014).
“Recruiting global travelers: The role of global travel recruitment messages and individual differences in perceived fit, attraction, and job pursuit intentions.” *Personnel Psychology*, 67, 153-201.
- [1] Rubinstein, S.A., & McCarthy, J.E. (2012).
“Public School Reform through Union-Management Collaboration.” *Advances in Industrial and Labor Relations*, 20, 1-50.
- Cited by Supreme Court Case: *Mark Janus v. American Federation of State, County and Municipal Employees, Council 31, et al.* U.S. No. 16-1466 (2017).

Books

- [1] Topic: Professional Voice and Collaboration in the Context of U.S. School Reform. Under contract with *Cornell University Press*. (with Saul Rubinstein).

Book Chapters and Practitioner Reports

- [5] Adler P.S., Heckscher C., McCarthy J.E., Rubinstein S.A. (2015).
“The Mutations of Professional Responsibility: Toward Collaborative Community. In: Mitchell D., Ream R. (eds) Professional Responsibility.” *Advances in Medical Education*, vol 4. Springer, Cham.
- [4] Rubinstein, S.A., & McCarthy, J.E. (2014).
“Teachers Unions and Management Partnerships: How Working Together Improves

Student Achievement.” *Center for American Progress*.

- Cited by Supreme Court Case: *Rebecca Friedrichs et al. v. California Teachers Association et al.*, U.S. No: 14-915 (2015).

- [3] Rubinstein, S.A., & McCarthy, J. E. (2011).
“Reforming Public School Systems through Sustained Union-Management Collaboration.”
Center for American Progress
- [2] McCarthy, J.E., Voos, P. B., Eaton, A. E., Kruse, D. L., & Blasi, J. R. (2011).
“Solidarity and sharing: Unions and shared capitalism.” *Employee Ownership and Shared Capitalism: New Directions in Research, Champaign, Illinois, Labor and employment relations association: University of Illinois at Urbana-Champaign*, 27-58.
- [1] Finegold, D., & McCarthy, J.E (2010).
“Creating a Sector Skill Strategy: Developing High-Skill Ecosystems.” *Transforming the US Workforce Development System*, 181.

Refereed Best Papers and Awards

- [3] McCarthy, J.E. (2016).
Poverty, Partnership and Teacher Attraction and Retention in US Public Schools. Labor and Employment Relations Association Annual Meeting, Minneapolis, MN. *AILR/IRRA Best Papers Competition Winner*.
- [2] McCarthy, J.E. & Levin, D. Z. (2014).
“Network Shadows: The Perceptual and Performance Implications of Intra-Organizational Dormant Ties.” *Best Paper Proceedings of the Academy of Management*.
 - Winner, Overall Best Student Paper (MOC Division)
- [1] Rubinstein, S.A., & McCarthy, J.E. (2012).
“Collaborating on School Reform: Creating and Sustaining Partnerships to Improve Public School Systems.” *AILR/IRRA Best Papers Competition Winner*.

MANUSCRIPTS IN PROGRESS

Invited Resubmissions and Manuscripts Under Review

McCarthy, J.E.

Collaboration, Student Poverty and Teacher Turnover [title redacted for submission]. *Status:* Revise and Resubmit at top Industrial Relations journal

McCarthy, J.E.

Labor-Management Partnerships and Collective Social Capital [title redacted for submission]. *Status:* Revise and Resubmit at top Industrial Relations journal.

McCarthy, J.E. & Keller, JR.

Employee Voice and Internal Mobility Preferences [title redacted for submission]. *Status:*

Submitted for initial review at top Industrial Relations journal.

Manuscripts in Preparation for Journal Submission

McCarthy, J.E. & Avgar, A.

Partnerships and Union Membership Rates Post-Janus. *Status*: Data preparation and analysis.

Target: ***ILR Review***

PRESENTATIONS

Invited University Visits

- [2] McCarthy, J.E. & Levin, D. Z.
“Network Shadows: The Enduring Impact of Intra-Organizational Dormant Ties.”
- University of Connecticut - 2018
 - University of Kentucky - 2018
 - INSEAD - 2018
- [1] McCarthy, J.E.
“The Union as a Knowledge Network.”
- MIT - 2014

Conferences

- [18] McCarthy, J.E. & Keller, JR. (2018).
People, Work and Organization Conference, Philadelphia, PA. “Finding an Inner Voice: The Asymmetrical Attraction of Internal and External Candidates through Employee Voice.”
- [17] McCarthy, J.E. (2017).
Industry Studies Annual Meeting, Washington, DC. “Commitment Through Capacity: The Interactive Effects of Employee Involvement and Student Poverty on Teacher Retention in US Public Schools.”
- [16] McCarthy, J.E. (2017).
Labor and Employment Relations Association Annual Meeting, Anaheim, CA. “Hidden Signals: Exploring the Cultural Antecedents of Employees’ Internal Mobility Preferences.”
- [15] McCarthy, J.E. (2017).
Labor and Employment Relations Association Annual Meeting, Anaheim, CA. “Commitment Through Capacity: The Interactive Effects of Employee Involvement and Student Poverty on Teacher Retention in US Public Schools.”
- [14] McCarthy, J.E. (2016).
Labor and Employment Relations Association Annual Meeting, Minneapolis, MN. “Poverty, Partnership and Teacher Attraction and Retention in US Public Schools.”
- [13] McCarthy, J.E. & Levin, D. Z. (2014).

Academy of Management Annual Meeting, Philadelphia, PA. "Network Shadows: The Perceptual and Performance Implications of Intra-Organizational Dormant Ties."

- [12] McCarthy, J.E. & Rubinstein, S.A. (2014).
Labor and Employment Relations Association Annual Meeting, Portland, OR. "The Teachers Union as a Knowledge Network: Evidence from a High Partnership School District."
- [11] McCarthy, J.E., (2013).
Labor and Employment Relations Association Annual Meeting, St. Louis, MO. "Public School Reform Policy, Unions, and Student Performance"
- [10] McCarthy, J.E., Voos, P., Eaton, A., Kruse, D., & Blasi, J. (2012).
IAFEP Conference, July, New Brunswick, NJ. "Shared Capitalism and Unions." Presented at the IAFEP Conference, July, New Brunswick, NJ.
- [9] Phillips, J., Gully, S., McCarthy, J.E., & Schurman, S. (2012).
The IAFEP Conference, July, New Brunswick, NJ Effects of Employee Ownership Recruitment Messages on Recruiting Outcomes: The Role of Ability and Self-Esteem.
- [8] Phillips, J. M., Gully, S. M., & McCarthy, J. E. (2012).
Divisional roundtable paper session at the Academy of Management Meeting, Boston, MA. "The role of proactive personality, goal orientation & self-efficacy in goal setting & performance. Presented in Goal Orientation Processes and Outcomes."
- [7] Rubinstein, D. & McCarthy, J.E. (2012).
Labor and Employment Relations Association Annual Meeting, Atlanta, GA. "Collaborating on School Reform: Creating and Sustaining Partnerships to Improve Public School Systems."
- [6] McCarthy, J.E., Voos, P., Eaton, A., Kruse, D., & Blasi, J. (2011).
Mid-year Fellows' Workshop, New Brunswick, NJ. "Shared Capitalism and Unions."
- [5] McCarthy, J.E. (2010).
Labor and Employment Relations Association Annual Meeting, Denver, CO. "A theoretical exploration: Qualities/communication patterns in teachers following the introduction of pay-for-performance."
- [4] Jiang, K., Lepak, D., Hu, J., & McCarthy, J.E. (2010).
Academy of Management Annual Conference, Montréal, Canada. "How do the components of HR systems work together? The effects of perceived high-investment HR systems on employees' attitudes."
- [3] Finegold, D. & McCarthy, J.E. (2010).
Labor and Employment Relations Association Annual Meeting, Atlanta, GA. "Creating a Sectoral Skill Strategy: Developing High-Skill Ecosystems."
- [2] Rubinstein S., & McCarthy, J.E. (2009).
WIRED Bio-1 Governance Board Conference, New Brunswick, NJ. "Capturing clusters: an

online survey approach for measuring social networks.”

- [1] [McCarthy, J.E.](#) (2008).
 University-wide social network analysis conference, Rutgers University. New Brunswick, NJ.
 “The Scarlet Matrices Builder: Dynamic matrices manipulation in social network analysis.”

TEACHING

I believe teaching is one of the most powerful ways we have to improve business and society writ large. I view teaching as a critical to civil society and a central part of my role as an academic. Teaching creates the foundation for the future of the field and ensures that contemporary workplace issues are correctly understood and applied. I believe learning and comprehension are facilitated through the practical application of concepts and principles whenever possible. Thus, I make extensive use of practical assignments, case studies, simulation exercises, and papers as methods of fostering a deep understanding and integration of subject matter. I also believe that it is essential for students to understand the relevance of course material to their future. I instill this understanding by presenting examples from real organizations, publicized events, or my research efforts which link to concepts and topics covered in the course. As I also believe that students can learn from the knowledge and perspectives of other students, and that I can learn from students during the process of instruction. Therefore, I try to encourage students to present their (potentially conflicting) points of view and to make meaningful contributions to class discussions. As evidence of my passion for teaching, I have earned consistently high teaching ratings and was recognized by Delta Sigma Pi Professional Business Fraternity for my excellence and passion in the classroom.

Cornell University	Advanced Research Methods <i>Spring 2016: rating withheld due to small class size (doctorate)</i>
	Human Resource Management <i>Spring 2016: 4.6/5 (undergraduate)</i> <i>Spring 2017: 4.6/5 (undergraduate)</i>
	Groups and Teams <i>Fall 2017: 4.6/5 (undergraduate)</i> <i>Fall 2015: 4.92/5 (masters)</i>
MIT	Shaping the Future of Work (MOOC), co-instructor for Professor Tom Kochan
Rutgers University	People, Work and Organizations. <i>Spring 2013: 4.8/5 (undergraduate)</i>

MISCELLANY

Professional Service

Service to the Profession:

- Ad hoc reviewer: *ILR Review* (2019-present); *British Journal of Industrial Relations* (2016-present); *Academy of Management Journal* (2016-present)
- Co-Founder and -President for K-12 Education Industry Council at LERA (2017-present)

Service to Cornell University:

- ILR's Academic Standards Committee (2018-present)

Service to the Local Community:

- Habitat for Humanity (2006-2014)

Press Coverage

LA Times (2011; 2014) ; *Center for American Progress* (2012; 2014)

Research Grants

- \$49,000 National Education Association (2018)
- \$47,000 National Education Association (2017)
- \$40,000 Center for Educational Change (2014)
(co-PI: Saul Rubinstein)
- \$45,000 Bill and Melinda Gates Foundation (2011-2014)
(co-PI: Saul Rubinstein)
- \$5,000 The United States Department of Labor (2009-2010)
(co-PI: Saul Rubinstein)

Software

- [3] Relational Overlap Calculator: For a chapter in my dissertation, I developed a VBA application that calculates the percentage of ties (i.e., relationships) from one matrix that have at least one mutual third party in common from a separate matrix. In our submission, for example, we used the application to calculate the percentage of "Dormant Ties" for which there was at one least mutual "Active Tie" in common across a dataset of roughly one-thousand employees.
- [2] Scarlett Matrices Builder: This is a software platform that I designed to manipulate matrix data for social network analysis prior to UCINET importation. In particular, the application allows users to set various parameters around edge and node characteristics, and then automatically generate adjacency matrices based on these parameters.
- [1] Nested Respondent Social Network Survey: This is a web application that I designed to facilitate large-N social network data collection for nested respondents. The application functions by condensing the "bounded list" within clearly defined social units (e.g. department or organization names). Indicating a linkage to a social unit expands the names grouped within it. The advantage methodologically is that survey-takers are not presented with an unmanageably large list of possible communication contacts.