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PROFESSOR/RESEARCH APPOINTMENTS

Assistant Professor	Cornell University, Ithaca, NY ILR School, Department of HR Studies	2015-Present
Northrop Grumman Research Fellow	University of Pennsylvania, Philadelphia, PA Wharton Business School	2014

EDUCATION & POST DOC

Massachusetts Institute of Technology, Cambridge, MA Sloan School of Management Post-Doctoral Fellow	2015
University of Pennsylvania, Philadelphia, PA Wharton Business School Visiting Doctoral Student	2014
Rutgers University, New Brunswick, NJ School of Management and Labor Relations Ph.D., Industrial Relations and Human Resource Management	2014
School of Arts and Sciences BA, English, with studies in Labor and Psychology (High Honors)	2007

JOURNAL ARTICLES

- [4] McCarthy, J.E. and Rubinstein, S.A. Union-Management Partnerships, Teacher Collaboration, and Student Performance. (*forthcoming in **Industrial and Labor Relations Review***).
Note: Both authors contributed equally and are listed alphabetically
- [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.
Note: ALR/IRRA Best paper competition winner

REFEREED BEST PAPERS

- [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*.
Note: 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*

BOOKS

- [1] Rubinstein, S.A., & McCarthy, J.E., (under contract with Cornell University Press for 2016). Topic: Labor-Management Partnerships and Public School Reform.

BOOK CHAPTERS

- [1] Adler, P., Heckscher, C., McCarthy, J.E., & Rubinstein, S.A., (2015). Collaborative Community in Schools. In *The Fundamental Issue in Education and Healthcare Reform*. Editors: D. Mitchell and Robert K Ream.

REPORTS

- [2] Rubinstein, S.A. & McCarthy, J.E., Reforming Public School Systems through Sustained Union-Management Collaboration. 2011. Center for American Progress.
- [1] McCarthy, J.E., Bio-1 Longitudinal Network Study: Final Report. June, 2010. Prepared for the WIRED Bio-1 Initiative and the Department of Education.

INVITED PRESENTATIONS

- [1] McCarthy, J.E., The Union as a Knowledge Network. 2014. MIT Sloan IWER Seminar.

CONFERENCE PRESENTATIONS

- [13] McCarthy, J.E. & Levin, D. Z. 2014. Network Shadows: The Perceptual and Performance Implications of Intra-Organizational Dormant Ties. Academy of Management Annual Meeting, Philadelphia, PA.
- [12] McCarthy, J.E. & Rubinstein, S.A. June 2nd, 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., June 7th, 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. July, 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. July, 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. August 3-7, 2012. The role of proactive personality, goal orientation & self-efficacy in goal setting & performance. Presented in Goal Orientation Processes and Outcomes. Divisional roundtable paper session at the Academy of Management Meeting, Boston, MA.
- [7] Rubinstein, D. & McCarthy, J.E. January 7th, 2012. Labor and Employment Relations Association Annual Meeting, Atlanta, GA. Title: 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. February, 2011. Mid-year Fellows' Workshop, New Brunswick, NJ. "Shared Capitalism and Unions."
- [5] McCarthy, J.E. January, 2010. Labor and Employment Relations Association Annual Meeting, Denver, CO. Title: 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. May, 2010. Academy of Management Annual Conference, Montréal, Canada. Title: 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. January 4th, 2010. Labor and Employment Relations Association Annual Meeting, Atlanta, GA. Title: Creating a Sectoral Skill Strategy: Developing High-Skill Ecosystems.
- [2] Rubinstein S., & McCarthy, J.E. March 10th, 2009. WIRED Bio-1 Governance Board Conference, New Brunswick, NJ. Title: Capturing clusters: an online survey approach for measuring social networks
- [1] McCarthy, J.E. March 28th, 2008. University-wide social network analysis conference,

Rutgers University. New Brunswick, NJ. Title: The Scarlett Matrices Builder: Dynamic matrices manipulation in social network analysis.

PRESS COVERAGE

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

GRANTS

\$40,000 Center for Educational Change
\$45,000 Bill and Melinda Gates Foundation
\$5,000 The United States Department of Labor (2009-2010)

TEACHING

My Rating: 4.78/5 People, Work and Organizations. This is an undergraduate course that
Dept. Mean: 4.32/5 explores the changing nature of work, human resource issues and
implications for society and the global economy.

SOFTWARE SOLUTIONS FOR RESEARCH

- [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.

AFFILIATIONS

Academy of Management

Labor and Employment Relations Association
Society for Human Resource Management
Science
Nature

COMPUTER SKILLS

Statistical: Stata; SPSS; m-plus; AMOS; HLM; UCINET; Pajek.

Programming: Python; Visual Basic family; ASP family; MYSQL; HTML5; javascript; jquery; css3

PERSONAL INFORMATION

A U.S. Citizen, I was born in Connecticut and moved shortly after to Central New Jersey, where I spent my childhood. I went to college down the road at Rutgers and stayed there for my PhD. When I'm not working, I enjoy spending time with family and my lovely wife, Heather. I also enjoy cycling, kayaking and reading/talking about anything science.