

*Curriculum Vitae*  
**Alexander J.S. Colvin**

ILR School, Cornell University  
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**ACADEMIC EMPLOYMENT**

- 2019-present: Kenneth F. Kahn '69 Dean, ILR School, Cornell University
- 2013-present: Martin F. Scheinman '75 MS '76 Professor of Conflict Resolution, ILR School, Cornell University and Associate Member of the Cornell Law Faculty.
- 2018-2019: Interim Dean, ILR School, Cornell University
- 2016-2018: Associate Dean for Academic Affairs, Diversity, and Faculty Development, ILR School, Cornell University
- 2011-2016: Associate Editor, *Industrial and Labor Relations Review*.
- 2009-2013: Chair, Department of Labor Relations, Law, and History, ILR School, Cornell University.
- 2012-present: Professor of Labor Relations, Law, and History and of International and Comparative Labor, ILR School, Cornell University.
- 2008-2012: Associate Professor of Labor Relations, Law, and History, and of International and Comparative Labor, ILR School, Cornell University.
- 2005-2008: Associate Professor, Department of Labor Studies and Employment Relations, The Pennsylvania State University.
- 1999-2005: Assistant Professor, Department of Labor Studies and Industrial Relations, The Pennsylvania State University.

**EDUCATION**

- Ph.D., 1999 School of Industrial & Labor Relations, Cornell University, Ithaca, N.Y., U.S.A. Dissertation: *Citizens and Citadels: Dispute Resolution and the Governance of Employment Relations*.
- M.I.R., 1995 Centre for Industrial Relations, University of Toronto, Toronto, Ontario, Canada.
- J.D., 1992 Faculty of Law, University of Toronto, Toronto, Ontario, Canada.

B.Sc., 1989                      Department of Physics, University of Toronto, Toronto, Ontario, Canada.

## **MAJOR AWARDS**

Industrial Relations Research Association (IRRA) Outstanding Young Scholar Award, 2003.

Industrial Relations Research Association (IRRA) Best Dissertation Award, 2000.

## **RESEARCH AREAS OF INTEREST**

My research has primarily focused on employment dispute resolution, with a particular emphasis on the adoption, use and impact of dispute resolution procedures in nonunion workplaces. I have a strong interest in the relationship between the legal environment and employment relations in organizations. I use a range of methods in my research including: organizational level surveys; case studies; industry studies; comparative cross-national research; and empirical legal research methods. Additional areas that I have examined in my research include: employee turnover; manager-work pay differences; and employee-organization alignment.

## **BOOKS**

Wilkinson, Adrian, Tony Dundon, Jimmy Donaghey, and Alexander J.S. Colvin, eds. 2018 *The Routledge Companion to Employment Relations*. Routledge.

Katz, Harry C., Thomas A. Kochan and Alexander J.S. Colvin. 2017. *An Introduction to U.S. Collective Bargaining and Labor Relations, 5<sup>th</sup> edition*. Cornell University Press.

Katz, Harry C., Thomas A. Kochan and Alexander J.S. Colvin. 2015 *Labor Relations in a Globalizing World: An Introduction Focused on Emerging Countries*. Cornell University Press.

Stone, Katherine VanWezel, Richard Bales, and Alexander J.S. Colvin. 2014. *Arbitration Law, 3<sup>rd</sup> edition* Foundation Press.

Roche, William, Paul Teague, and Alexander J.S. Colvin, eds. 2014. *The Oxford Handbook of Conflict Management in Organizations*. Oxford University Press.

Katz, Harry C., Thomas A. Kochan and Alexander J.S. Colvin. 2007. *An Introduction to Collective Bargaining and Industrial Relations, 4<sup>th</sup> edition*. McGraw Hill Irwin.

## **JOURNAL ARTICLES**

(\* signifies equal authorship)

Doellgast, Virginia, Matthew Bidwell, and Alexander J.S. Colvin. 2021. "New Directions in Employment Relations Theory: Understanding Fragmentation, Identity, and Legitimacy." *ILR Review*, 74(3): 555-579.

Gough, Mark D., and Alexander J.S. Colvin. 2020. "Decision-Maker and Context Effects in Employment Arbitration." *ILR Review*, 73(2): 479-497.

\*Behrens, Martin, Alexander J.S. Colvin, Lisa Dorigatti, and Andreas H. Pekarek. 2020. "Systems for Conflict Resolution in Comparative Perspective." *ILR Review*, 73(2): 312-344.

\*Budd, John W., Alexander J.S. Colvin, and Dionne Pohler. 2020. "Advancing Dispute Resolution by Unpacking the Sources of Conflict: Toward an Integrated Framework." *ILR Review*, 73(2): 254-280.

Colvin, Alexander J.S. 2019. "The Metastization of Mandatory Arbitration." *Chicago-Kent Law Review*, 94(1): 3-24.

Colvin, Alexander J.S., 2016. "Strike Ballot Law and Practice in the U.S.: Order without Law in Labor Relations?" *Australian Journal of Labor and Employment Law*, 29: 243-55.

Colvin, Alexander J.S. 2016. "Conflict and Employment Relations in the Individual Rights Era." *Advances in Industrial & Labor Relations*, 22: 1-30.

\*Colvin, Alexander J.S. and Mark Gough. 2015. "Individual Employment Rights Arbitration in the United States: Actors and Outcomes." *ILR Review*, Vol. 68(5): 1019-1042.

Colvin, Alexander J.S. 2014. "Mandatory Arbitration and Inequality of Access to Justice in Employment." *Berkeley Journal of Employment and Labor Law*, Vol. 35(1-2), 71-90.

Colvin, Alexander J.S. and Kelly Pike. 2014. "Saturns and Rickshaws Revisited: What Kind of Employment Arbitration System has Developed?" *Ohio State Journal on Dispute Resolution*, Vol. 29, No. 1, pp. 59-83. [Reprinted as: Colvin, Alexander J.S. and Kelly Pike. 2015. "Access to Justice in Employment Arbitration?" Ch. 37 in Samuel Estreicher and Joy Radice, editors, *Beyond Elite Law – Access to Justice in America*. Cambridge, UK: Cambridge University Press.]

\*Colvin, Alexander J.S., and Owen Darbishire. 2013. "Convergence in Industrial Relations Institutions: The Emerging Anglo-American Model?" *Industrial and Labor Relations Review*, Vol. 66, No. 5, pp. 1045-75.

Colvin, Alexander J.S. 2013. "Participation versus Procedures in Nonunion Dispute Resolution." *Industrial Relations*, Vol. 52, s1, pp. 221-58.

Colvin, Alexander J.S. 2012. "American Workplace Dispute Resolution in the Individual Rights Era." *International Journal of Human Resource Management*, Vol. 23, No. 3-4, pp. 459-475.

\*Batt, Rosemary and Colvin, Alexander J.S. 2011. "An Employment Systems Approach to Turnover: HR Practices, Quits, Dismissals, and Customer Satisfaction." *Academy of Management Journal*, Vol. 54, No. 4, pp. 695-717.

Colvin, Alexander J.S. 2011. "An Empirical Study of Employment Arbitration: Case Outcomes and Processes." *Journal of Empirical Legal Studies*, Vol. 8, No. 1, pp. 1-23.

\*Budd, John W., and Alexander J.S. Colvin. 2008. "Improved Metrics for Workplace Dispute Resolution Procedures: Efficiency, Equity, and Voice." *Industrial Relations*, Vol. 47, No. 3, pp. 460-479.

Colvin, Alexander J.S. 2007. "Empirical Research on Employment Arbitration: Clarity amidst the Sound and Fury?" *Employee Rights and Employment Policy Journal*, Vol. 11, No. 2, pp. 405-447.

Colvin, Alexander J.S., and Wendy R. Boswell. 2007. "The Problem of Action and Interest Alignment: Beyond Job Requirements and Incentive Compensation." *Human Resource Management Review*, Vol. 17, No. 1, pp. 38-51.

Boswell, Wendy R., John Bingham, and Alexander J.S. Colvin. 2006. "Employee 'Line of Sight' to an Organization's Strategic Objectives." *Business Horizons*, Vol. 49, No. 6, pp. 499-509.

Colvin, Alexander J.S. 2006. "Flexibility and Fairness in Liberal Market Economies: The Comparative Impact of the Legal Environment and High Performance Work Systems." *British Journal of Industrial Relations*. Vol. 44, No.1, pp. 73-97.

Colvin, Alexander J.S. 2004. "The Relationship between Employee Involvement and Workplace Dispute Resolution." *Relations Industrielles/Industrial Relations*, Vol. 59, No. 4, pp. 671-694.

Colvin, Alexander J.S. 2004. "Mandatory Arbitration and the Reconfiguration of Workplace Dispute Resolution." *Cornell Journal of Law & Public Policy*, Vol. 13, No. 3, pp. 581-597.

Colvin, Alexander J.S. 2004. "Adoption and Use of Dispute Resolution Procedures in the Nonunion Workplace." *Advances in Industrial & Labor Relations*, Volume 13, pp. 71-97.

Colvin, Alexander J.S. 2003. "The Dual Transformation of Workplace Dispute Resolution." *Industrial Relations*, Vol. 42, No. 4, pp. 712-35.

Colvin, Alexander J.S. 2003. "Institutional Pressures, Human Resource Strategies and the Rise of Nonunion Dispute Resolution Procedures." *Industrial and Labor Relations Review*, Vol. 56, No. 3, pp. 375-92.

Batt, Rosemary, Alexander J.S. Colvin, and Jeffrey H. Keefe. 2002. "Employee Voice, Human Resource Practices, and Quit Rates: Evidence from the Telecommunications Industry." *Industrial and Labor Relations Review*, Vol. 55, No. 4, pp. 573-94.

Colvin, Alexander J.S., Rosemary Batt, and Harry C. Katz. 2001. "How Human Resource Practices and Industrial Relations Institutions Affect Managerial Pay." *Personnel Psychology*, Vol. 54, pp. 903-34.

Colvin, Alexander. 2001. "The Relationship between Employment Arbitration and Workplace Dispute Resolution Procedures." *Ohio State Journal on Dispute Resolution*, Vol. 16, No. 3, pp. 643-668. [Reprinted as: Colvin, Alexander. 2001. "The Relationship between Employment Arbitration and Workplace Dispute Resolution Procedures.", pp. 587-615 in Samuel Estreicher and David Sherwyn, editors. 2004. *Alternative Dispute Resolution in the Employment Arena: Proceedings of New York University 53rd Annual Conference on Labor*. The Hague, NL: Kluwer Law International.]

Colvin, Alexander. 1998. "Rethinking Bargaining Unit Determination: Labor Law and the Structure of Collective Representation in a Changing Workplace." *Hofstra Labor & Employment Law Journal*, Vol. 15:2, pp. 419-90.

### **BOOK CHAPTERS, RESEARCH REPORTS, AND OTHER PUBLICATIONS**

Colvin, Alexander J.S. 2021. "The River's Source: Empirical Research and Lisa Blomgren Amsler's *Employment Arbitration: The Repeat Player Effect*." Ch. In Art Hinshaw, Andrea Kupfer Schneider, and Sarah Rudolph Cole, eds., *Discussions in Dispute Resolution: The Foundational Articles*. Oxford University Press.

Wilkinson, Adrian, Tony Dundon, Jimmy Donaghey, and Alexander J.S. Colvin. 2018. "Employment Relations: Older Reflections and New Horizons." Ch. 1 in Adrian Wilkinson, Tony Dundon, Jimmy Donaghey, and Alexander J.S. Colvin, eds. *The Routledge Companion to Employment Relations*. Routledge.

Colvin, Alexander J.S., and Ariel Avgar. 2018. "Knows and Unknowns in the Study of Workplace Dispute Resolution: Towards an Expanded Research Agenda." Ch. 17 in Adrian Wilkinson, Tony Dundon, Jimmy Donaghey, and Alexander J.S. Colvin, eds. 2018 *The Routledge Companion to Employment Relations*. Routledge.

Colvin, Alexander J.S. 2018. *The Growing Use of Mandatory Arbitration*. EPI Report.

Colvin, Alexander J.S. 2016. "Mandatory Arbitration at 25: Toward a New System?" *Perspectives on Work*, 20: 48-51.

Katherine V.W. Stone and Alexander J.S. Colvin. 2015. *The Arbitration Epidemic: Mandatory arbitration deprives workers and consumers of their rights*. EPI Briefing Paper #414.

\*Colvin, Alexander J.S., and Mark D. Gough. 2015. *Understanding the Professional Practices and Decision-Making of Employment Arbitrators*. Research report to the National Academy of Arbitrators Research and Education Fund.

\*Colvin, Alexander J.S., and Mark D. Gough. 2014. *Comparing Mandatory Arbitration and Litigation: Access, Process, and Outcomes*. Research report to the Robert L. Habush Endowment of the American Association for Justice.

\*Budd, John, and Alexander J.S. Colvin. 2014. "The Goals and Assumptions of Conflict Management in Organizations." Ch. 1 in William Roche, Paul Teague, and Alexander J.S. Colvin, eds. *The Oxford Handbook of Conflict Management*, forthcoming 2014. Oxford University Press.

Colvin, Alexander J.S. 2014. "Nonunion Grievance Procedures." Ch. 9 in William Roche, Paul Teague, and Alexander J.S. Colvin, eds. *The Oxford Handbook of Conflict Management*. Oxford University Press.

Colvin, Alexander J.S. and Kelly Pike. 2013. "Beyond Baby-Splitting: Arbitrator Decision-Making Patterns in Employment Cases." *Dispute Resolution Journal*, Vol. 68, No. 2, pp. 57-67.

Colvin, Alexander J.S., 2013. "Organizational Primacy after the Demise of the Organizational Career: Employment Conflict in a Post-Standard Contract World." Ch. 11 in Harry Arthurs and Katherine Stone, eds. *Employment Regulation after the Demise of the Standard Employment Contract: Innovations in Regulatory Design*, Russell Sage, pp. 194-210.

\*Colvin, Alexander J.S., and Owen R. Darbishire. 2012. "International Employment Relations: The Impact of Varieties of Capitalism." Ch. 4 in Gunter Stahl, Ingmar Bjorkman and Shad Morris eds. *Handbook of International Human Resource Management Research*, 2<sup>nd</sup> ed., 52-75 (Edward Elgar: Cheltenham, UK).

Katz, Harry C., and Alexander J.S. Colvin. 2011. "Employment Relations in the United States", Ch. 3 in Greg J. Bamber, Russell D. Lansbury, and Nick Wailes eds. *International and Comparative Employment Relations: Globalisation and Change*, 5<sup>th</sup> edition, pp. 62-87. Allen & Unwin, Crows Nest, NSW, Australia.

Colvin, Alexander J.S. 2009. "Employment Arbitration: Empirical Findings and Research Needs." *Dispute Resolution Journal*, Vol. 64, No.3 (Aug.-Oct. 2009), pp.6-11.

Boswell, Wendy R., Alexander J.S. Colvin, and Todd C. Darnold. 2008. "Organizational systems and employee motivation." In R. Kanfer, G. Chen, & R. Pritchard, *Work Motivation: Past, Present, and Future*. SIOP Frontiers Series, Erlbaum.

Colvin, Alexander J.S., Brian Klaas, and Douglas Mahony. 2006. "Research on Alternative Dispute Resolution Procedures." Chapter 4 in David Lewin, ed., *Contemporary Issues in Employment Relations*, Champaign, IL: Labor and Employment Relations Association: pp. 103-147.

\*Batt, Rosemary, Alex Colvin, Harry Katz, Jeffrey Keefe. 2004. *Telecommunications 2004: Strategy, HR Practices & Performance*, Research report to the Alfred P. Sloan Foundation.

Colvin, Alexander J.S., and Katherine Van Wezel Stone. 2002. "Das amerikanische Arbeitsrecht aus der Perspektive historische und zukunftsiger Entwicklungen." ["Looking Forward and Backward at American Labor Law"] *WSI-Mitteilungen*, Vol. 10/2002, 608-615.

Colvin, Alexander. 2001. "Gerechtigkeit ohne Gewerkschaft und Betriebsrat? Konfliktschlichtung in gewerkschaftsfreien Betrieben in den USA." *WSI-Mitteilungen*, Vol. 12/2001, 743-49.

English version published as: Colvin, Alexander J.S. 2002. "Semi-Institutionalisation in Nonunion Industrial Relations - Challenges and Opportunities for Labour." In Noel M. Cowell and Clement Branche, editors, *Human Resource Development and Workplace Government in the Caribbean*, Ian Randle Publishers, Kingston, Jamaica.

\*Batt, Rosemary, Alex Colvin, Harry Katz, Jeffrey Keefe. 2000. *Telecommunications 2000: Strategy, HR Practices & Performance*, Research report to the Alfred P. Sloan Foundation.

## **CONFERENCE PRESENTATIONS and BOOK REVIEWS**

"Advancing Dispute Resolution by Unpacking the Sources of Conflict: Toward an Integrated Framework." Labor and Employment Relations Association, Baltimore, MD, 2018.

"Systems for Conflict Resolution in Comparative Perspective." University of Warwick. January, 2018.

"Who Decides Wins? The Professional and Organizational Structuring of Employment Arbitration." University of Illinois, Urbana-Champaign, IL. March, 2017.

"Workplace Justice for Nonunion Employees: U.S. Lessons for Canada." Canadian Industrial Relations Association, Saskatoon, SK, Canada, September 2016.

"Recent Labor and Employment Relations Research." National Academy of Arbitrators Annual Meetings, Pittsburgh, PA, June 2016.

"Strike Ballot Law and Practice in the U.S.: Order without Law in Labor Relations?" Strike Ballot Workshop, Sydney, Australia, August, 2015.

"Employment Arbitration in the U.S.: Privatized Justice and Inequality in the Workplace." Labor Law Research Network conference, Amsterdam, Netherlands, June, 2015.

"Strengthening the Employment Arbitrator Profession: Research Perspectives." Labor and Employment Relations Association annual meetings, Pittsburgh, PA, June, 2015.

"Understanding the Professional Practices and Decision-Making of Employment Arbitrators." National Academy of Arbitrators annual meetings, San Francisco, CA, May, 2015.

“Individual Employment Rights Conflict in the Workplace.” University of Toronto, Toronto, Canada, January 2015.

“Individual Employment Rights Arbitration: Actors and Outcomes.” Georgia State University, Atlanta, GA, October 2014.

“ADR and Inequality in Justice in Employment.” Keynote Address, European Labour Law Congress, Dublin, Ireland, September 2014.

“Inequality in Justice in Employment: Towards a New Conceptual Model.” Labor and Employment Relations Association (LERA) annual meetings, Portland, OR, May 2014.

“Across Legal Borders: Cross-National Convergence and Divergence in Labour Law.” Keynote address, Canadian Industrial Relations Association (CIRA) annual meetings, St. Catherine’s, ON, Canada, May 2014.

“Mandatory Arbitration and Inequality of Justice in Employment.” University of California Berkeley, Berkeley, CA, February 2014.

“Conflict and Employment Relations in the Individual Rights Era.” Keynote address, Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ), Melbourne, Australia, February 2014.

Colvin, Alexander J.S. 2014. Book Review of *Rediscovering Collective Bargaining: Australia’s Fair Work Act in International Perspective*. By Breen Creighton and Anthony Forsyth, Eds. *Industrial and Labor Relations Review*, Vol. 67, No. 1, pp. 274-6.

“Individual Employment Rights Arbitration: Actors and Outcomes.” Michigan State University, East Lansing, MI, December 2014.

“Individual Employment Rights Arbitration in the United States: Actors and Outcomes.” Academy of Management, Orlando, FL, August, 2013.

“Labor Policy in the Great Recession: The New Anglo-American Model under Pressure?” Labor and Employment Relations Association, St. Louis, MO, June 2013.

“Saturns and Rikshaws Revisited: What Kind of Employment Arbitration System has Developed”, University of Nevada Las Vegas, Feb. 14, 2013

“The Impact of Case and Arbitrator Characteristics on Employment Arbitration Outcomes,” National Academy of Arbitrators Annual Meeting in Minneapolis, MN, June 8, 2012.

“Individual Employment Rights Arbitration in the U.S.: Actors and Outcomes,” presentation at the 16<sup>th</sup> World Congress of the International Labor and Employment Relations Association (ILERA), Philadelphia, PA, July 3, 2012



Colvin, Alexander J.S. 2011. Book Review of *The Evolution of the Modern Workplace*. By William Brown, Alex Bryson, John Forth, and Keith Whitfield. *British Journal of Industrial Relations*. Vol. \_\_

“Analysis of Demands and Awards in Employment Arbitration Cases Administered by the American Arbitration Association.” 63<sup>rd</sup> Annual Meeting of the Labor and Employment Relations Association, Denver, CO, January 2011.

“Organizational Primacy after the Demise of the Organizational Career: Employment Conflict in a Post-Standard Contract World.” Conference on Employment Regulation after the Demise of the Standard Employment Contract: Innovations in Regulatory Design, Bellagio, Italy, September, 2010.

Colvin, Alexander J.S. 2010. Book Review of *Why the Garden Club Couldn't Save Youngstown: The Transformation of the Rust Belt*. By Sean Safford. *Industrial and Labor Relations Review*. Vol. 63, pp. 359-60.

Colvin, Alexander J.S. 2009. Book Review of *What Do Unions Do? A Twenty-Year Perspective*. By James T. Bennett and Bruce Kaufman, Eds.. *Industrial and Labor Relations Review*. Vol. 63, pp. 169-70.

“The Emerging Anglo-American Model: Convergence in Industrial Relations Institutions?” 15<sup>th</sup> World Congress of the International Industrial Relations Association, Sydney, Australia, August 2009.

“Employment and Consumer Arbitration: What Do the Data Show?” NYU 62<sup>nd</sup> Annual Labor Conference, New York, NY, June 2009.

“Conflict at Work in the Individual Rights Era: An Examination of Employment Arbitration.” 61<sup>st</sup> Annual Meeting of the Labor and Employment Relations Association, San Francisco, CA, January 2009.

“Analyzing Employment Arbitration Outcomes Using the California Data Collection Requirements Dataset.” Research Conference on Access to Justice: Empirical Perspectives, New York University School of Law, New York, NY, November 2008.

“Convergence in Labor Law in the Anglo-American Countries.” 60<sup>th</sup> Annual Meeting of the Labor and Employment Relations Association, New Orleans, LA, January 2008, pp. 157-165.

“High Performance Work Systems and Organizational Dispute Resolution.” Academy of Management Annual Meeting, Philadelphia, PA, U.S.A., August 2007.

“Empirical Research on Employment Arbitration: Clarity amidst the Sound and Fury?” National Academy of Arbitrators Research Conference, Chicago, IL, April, 2007.

“Employment Regulation in Liberal Market Economies: A Cross-National Comparison of the United States, Canada, Australia, and the United Kingdom.” 59<sup>th</sup> Annual Meeting, Labor and Employment Relations Association, Chicago, IL, U.S.A., January 2007.

“Protecting Employee Rights in Liberal Market Economies: A Comparative Perspective on the United States, Canada, Australia and the United Kingdom.” Law and Society Association annual meetings, Baltimore, MD, U.S.A., July 2006.

“Towards an Employment Relations System for the Individual Rights Era?” 58<sup>th</sup> Annual Meeting, Labor and Employment Relations Association, Boston, MA, U.S.A., January 2006.

“The Impact of Employee Voice and Control Mechanisms and Other Workplace Behaviors”. Academy of Management Annual Meeting, Honolulu, HI, U.S.A., August 2005.

“Action and Interest Alignment: Linking Employees and Organizational Strategies”. Academy of Management Annual Meeting, Honolulu, HI, U.S.A., August 2005.

Colvin, Alexander J.S. 2005. Book review of Hoyt Wheeler, Brian Klaas and Douglas Mahony, *Workplace Justice Without Unions*. *British Journal of Industrial Relations*, Vol. 43, No. 2, pp. 323-6.

“Inequalities in Access to Justice in the Workplace.” 57<sup>th</sup> Annual Meeting, Labor and Employment Relations Association, Philadelphia, PA, U.S.A., January 2005.

“Contesting the Forum, Contesting the Rules: the Institutional Development of Mandatory Arbitration”. Academy of Management Annual Meeting, New Orleans, LA, U.S.A., August 2004.

“Conflict Management and Nonunion Workplace Employment Relations Systems.” 56<sup>th</sup> Annual Meeting, Industrial Relations Research Association, San Diego, CA, U.S.A., January 2004.

“Mandatory Arbitration and the Reconfiguration of Workplace Dispute Resolution.” Annual Symposium of the *Cornell Journal of Law & Public Policy*, Ithaca, NY, October, 2003.

“Flexibility and Fairness: A Comparative Perspective on the American Employment Model.” 13<sup>th</sup> World Congress of the International Industrial Relations Association, Berlin, Germany, September 2003.

“Adoption and Use of Dispute Resolution Procedures in the Nonunion Workplace.” 55<sup>th</sup> Annual Meeting, Industrial Relations Research Association, Washington, D.C., U.S.A., January 2003.

“The Relationship between Employee Involvement and Workplace Dispute Resolution.” 55<sup>th</sup> Annual Meeting, Industrial Relations Research Association, Washington, D.C., U.S.A., January 2003.

“Peer Review Procedures: Employee Involvement in Dispute Resolution.” Academy of Management Annual Meetings, Denver, Colorado, U.S.A., August 2002.

Colvin, Alexander. 2002. “The Enforcement of Employment Rights: A Canada-United States Comparative Perspective.” CIRA/IIRA 4<sup>th</sup> Regional Congress of the Americas, Toronto, Ontario, Canada, June 2002.

“A Canada-United States Comparative Perspective on Dispute Resolution in Employment” 54<sup>th</sup> Annual Meeting, Industrial Relations Research Association, Atlanta, GA, U.S.A., January 2002.

Colvin, Alexander. 2001. Book review of Saul Rubinstein and Thomas Kochan, *Learning from Saturn: Possibilities for Corporate Governance and Employee Relations*. *Transfer*, Vol. 7, No. 3, pp. 542-544.

“Nonunion Arbitration and the Contemporary Workplace: Empirical Findings.” Annual symposium of the *Ohio State Journal on Dispute Resolution*.

B “Predictors of Aggregate Quit Rates: HR Practices, Unions, and Dispute Resolution Procedures.” 52<sup>nd</sup> Industrial Relations Research Association meetings, Boston, MA, U.S.A.

“The Development of Employment Dispute Resolution Systems in the Nonunion Workplace.” Canadian Industrial Relations Association Annual Meetings, University of Ottawa, Ottawa, ON, Canada.

Colvin, Alexander. 1997. Book review of Paul Johnston, *Success While Others Fail: Social Movement Unionism and the Public Workplace*. *Industrial and Labor Relations Review*, Vol. 50, No. 4, pp. 686-688.

Colvin, Alexander. 1997. Book review of Pradeep Kumar, *Unions and Workplace Change in Canada*. *Industrial and Labor Relations Review*, Vol. 50, No. 3, pp. 512-3.

“Rethinking Bargaining Unit Determination.” Presented at the 5<sup>th</sup> Bargaining Group Conference, University of Minnesota, Minneapolis, MN, USA.

## **COURSES TAUGHT**

### Cornell University (2008-present)

ILRLR 2040: Introduction to Conflict Resolution and Negotiation – SP16, SP17, SP18, SP21

ILRLR 2050: Collective Bargaining – SP09, FA09, SP12, FA12, FA13

ILRIC 2350: Labor in the Global Economy – FA14, SP16

ILRLR 5010: Labor and Employment Law – SP13, SP16

ILRLR 5040: Collective Bargaining – SP15 (w/H. Katz)

ILRLR 6012: Managing and Resolving Conflict – SP09, SP11, FA11, SP13

ILRIC 6333: Comparative Labor and Employment Law – SP10, FA10, FA13, SP15, FA15

ILRLR 7070: Seminar on Dispute Resolution – FA08, SP11, FA13

ILRLR 7090: Labor and Employment Law Policy Seminar – SP12  
ILRLR 7570: Introduction to Social Science Research – FA17  
LAW 6113: Arbitration Law, Policy and Practice – SP15

Penn State University (1999-2008)

Undergraduate:

Industrial Relations  
Employment Law  
Alternative Dispute Resolution  
The Workplace of the 21<sup>st</sup> Century (Freshman seminar)

Graduate:

Industrial Relations  
Employment and Labor Law  
Human Resource Management  
Research Methods (quantitative)

**PROFESSIONAL and UNIVERSITY SERVICE**

Cornell University:

2018-19 Co-Chair, Social Sciences Administrative Structures Committee  
2017-18 Member, Provost's Task Force on Diversifying the Faculty  
2015-16 Co-Chair, ILR Strategic Planning Committee  
2014 Member, ILR Dean Search Committee  
2013-2015 Member Faculty Advisory Committee on Tenure Appointments (FACTA)  
2011-18 Member, University Financial Conflicts of Interest (fCOI) committee.  
2009-13 Chair, Department of Collective Bargaining, Labor Law, and Labor History  
2010-11 Co-Chair, Committee to Review the ILR Review  
2009 Member, ILR Student Services Task Force

Penn State University:

2002-07 Undergraduate Program Officer, Department of Labor Studies and Industrial Relations, Pennsylvania State University  
2000-02 Undergraduate Committee member, Department of Labor Studies and Industrial Relations, Pennsylvania State University  
1999-2000 & 2002-07 Graduate Committee member, Department of Labor Studies and Industrial Relations, Pennsylvania State University  
2001 & 2004 Strategic Planning Committee member, Department of Labor Studies and Industrial Relations, Pennsylvania State University

Professional Service:

2013-16 Labor and Employment Relations Association Board Member.  
2010-12 Nominating Committee member, Labor and Employment Relations

2010-19 Association.  
Awards Committee member, Labor and Employment Relations Association.  
2003-07 Finance and Membership Committee member, Labor and Employment  
Relations Association.

## **PROFESSIONAL AFFILIATIONS**

Labor and Employment Relations Association  
Canadian Industrial Relations Association  
Academy of Management