

## Matt Saleh

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[Cornell Faculty Page](#)

### Work

- 2023-present **Director of Research**, Cornell University, Industrial and Labor Relations (ILR) School, Criminal Justice and Employment Initiative
- 2014-present **Research Associate/Senior Research Associate**, Cornell University, ILR School, *Yang-Tan Institute on Employment and Disability*
- 2017-present **Lecturer**, Cornell University (*Prisons*, GOVT 3141; *Disability Law*, ILRLR 4033; *Disability, Employment & Workforce Development Policy*, ILRLR 4023)
- 2021-2023 **Lecturer**, State University of New York at Cortland, Political Science Department (*Gun Control: Crime, Law, & Policy*, POL/CRM 348; *Politics & Multiculturalism*, POL 110; *Politics of Education Policy*, POL 347)

### Education

- 2015 **Ph.D., M.Phil.**, Political Science & Education, Columbia University, Graduate School of Arts & Sciences (New York, NY)
- 2011 **J.D.**, *magna cum laude* (for top 10%), Syracuse University College of Law (Syracuse, NY), Chancellor's Scholar (highest academic scholarship)
- 2008 **B.A.**, *cum laude*, Political Science, Union College (Schenectady, NY)

### Awards

- 2015-2016 **Fulbright Scholar**, U.S. Department of State, Barbados
- 2021 **Engaged Learning Teaching Award**, Cornell University, ILR School
- 2023 **Community-Engaged Practice & Innovation Award**, Cornell University, Einhorn Center for Community Engagement

### Teaching

#### *Labor Law and Policy*

Lecturer, *Disability Law* (ILRLR 4033, ILRLR 6033 [graduate option]), Cornell University, ILR School, Spring 2017-Spring 2024.

Lecturer, *Global Comparative Disability Policy* (ILRIC 4360), Cornell University, Fall 2018-Fall 2023.

Lecturer, *Disability, Employment, & Workforce Development Policy* (ILRLR 4023), Cornell University, Spring 2021-Spring 2024.

Guest Lecturer, *Intro to ILR* (ILRLR 1510), Cornell University, Fall 2022, Fall 2023

### ***Political Science/Government***

Lecturer, *Prisons* (GOVT/AMST 3141), Cornell University, Summer 2020, Winter 2021, Summer 2021, Winter 2022, Summer 2022, Winter 2022, Summer 2023, Winter 2023.

Lecturer, *Gun Control: Crime, Law, and Policy* (POL/CRM 348), SUNY Cortland, Political Science Department, Spring 2022, Spring 2023.

Lecturer, *Politics of Education Policy* (POL 347), SUNY Cortland, Political Science Dept., Spring 2022.

Lecturer, *Politics & Multiculturalism* (POL 110), SUNY Cortland, Political Science Dept., Fall 2022, Fall 2023.

Lecturer, *Contemporary Issues in Education* (FSA 305), SUNY Cortland, Foundations of Social Advocacy Department, Spring 2022, Spring 2022, Fall 2022.

Teaching Assistant (TA), *Introduction to American Politics* (D. Kato, POLS W1210), Columbia University, Department of Political Science, Fall 2013.

TA, *The American Congress* (I. Gertzog, POLS W3322), Columbia University, Department of Political Science, Spring 2014.

TA, *Race, Law, and American Politics* (D. Kato, POLS V3240), Columbia University, Department of Political Science, Fall 2014.

### **Grants**

**Principal Investigator (PI)**, “Improving VR Outcomes for Out-of-School Youth Involved in the Justice and/or Foster Care Systems,” U.S. Department of Health and Human Services, Administration For Community Living, Field Initiated Programs – \$600,000 over three years.

**Co-PI**, “Community of Practice: Reentry for Justice-Involved Youth with Developmental Disabilities,” U.S. Department of Health and Human Services (prime sponsor), New York State Developmental Disabilities Planning Council (pass-through sponsor) – \$1,500,000 over five years.

**PI**, “Employer Practices, Processes, and Attitudes Related to Applicant Background Checks” Mixed-Methods Research Study, Cornell University Center for Applied Research on Work (CAROW) Policy Lab and Yang-Tan Workability Incubator – \$300,000 in FY24, in collaboration with the Cornell Brooks School of Public Policy.

**Research Director**, U.S. Department of Labor Youth Transition Technical Assistance Center, U.S. Department of Labor, Office of Disability Employment Policy, CAPE-Youth – grant total \$7,500,000 over five years (Lead Grantee: Council for State Governments; Sub-Grantee: Cornell University).

**Co-PI**, Best and Emerging Practices for Interagency Collaboration to Support Transitioning Youth, U.S. Department of Labor Youth Transition Technical Assistance Center, U.S. Department of Labor, Office of Disability Employment Policy, CAPE-Youth – grant total \$4,000,000 over four years (Lead Grantee: Council for State Governments; Sub-Grantee: Cornell University).

**PI**, “*Pro Se*: Empowering Justice-Involved Youth Through Speech, Debate, and Self-Advocacy Training, Cornell University Engaged Opportunity Grant - \$3,000; contract with a community partner Central New York Health Home Network to pilot the program with \$20,000 additional funding from the Community Foundation of Herkimer & Oneida Counties, and M&T Bank/Partners Trust Bank Charitable Fund.

**Co-PI**, Cornell ILR School “Empire State Poll”

**Key personnel**, PI of interagency collaboration study, New York State Promoting the Readiness of Minors in Supplemental Security Income (PROMISE), U.S. Department of Education – \$32.5 million over five years.

**Key personnel**, National Science Foundation, Convergence Accelerator Phase II, Sarkar (PI), Bruyère, Scassellati, Rehg, and Warren (Co-PIs), Empowering Neurodiverse Populations for Employment through Inclusion AI and Innovation Science – \$5,000,000.

### Book Project

**Saleh, M.** & Bruyère, S. (Eds.). Handbook on Research on Disability and Society. Edward Elgar Publishing.

### Publications

† Denotes empirical, peer-reviewed research article

**Saleh, M.**, McNutt, T., Anderson, J., Mulroy, E., Na, S., & Zhou, S. (2024, in press). “Civil death” and labor market alienation: Comparative analysis of legislation limiting access to work for the justice impacted in OECD countries. *Harvard Human Rights Journal*, X(XX).†

**Saleh, M.**, Hickman, B. J., Prince, A. M. T., Bickford, J., Chu, K., & Kitsantas, E. (2024, in press). IDEA manifestation determination review as restorative practice. *Journal of Race, Gender, and Ethnicity*, X(XX).†

Shaw, L. A., **Saleh, M.**, Osmani, K. J., & Jackson, K. (2023). A national study of state-level interagency collaboration among youth serving systems. *Journal of Rehabilitation*, 89(3).†

Chang, H-Y, **Saleh, M.**, Bruyère, S. M., & Vogus, T. J. (2023, in press). Neurodiversity in the employment interview: Perspectives of individuals with autism, employers, and service providers. *Journal of Vocational Rehabilitation*, 59(1).†

**Saleh, M.**, Potter, H., & Foley, K. (2023). Law’s body. *Mercer Law Review*, 74. [legal analysis of the ways that the human body is constructed in American jurisprudence].

**Saleh, M.**, McNutt, T., Anderson, J., Mulroy, E., Na, S., & Zhou, S. (2023). “Civil death” and labor market alienation: Comparative analysis of legislation limiting access to work for the justice impacted in OECD countries. *International Labour Organization 8<sup>th</sup> Annual Regulating for Decent Work Conference Proceedings*.†

**Saleh, M.**, Malzer, V. B., Erickson, W. E., von Schrader, S., & Bruyère, S. M. (2023). Disability-inclusive online outreach and recruitment for employers. In J. Beatty, S. Hennekam, & M. Kulkarni (Eds.) *DeGruyter Handbook of Disability and Management*. †

- Saleh, M.** (2022). Falling away into disease: Disability-deviance narratives in American crime control. *St. John's Law Review*, 95(4).
- Saleh, M.**, Watts, J., Bruyère, S., Potter, H., & Smith, S. J. (2021). COVID-19, workplace mental health and the ADA “regarded as” prong: A hypothetical case study. *Nova Southeastern Law Review*, 46(3).
- Clements, N., Falcon, P., Sodhi, R., & **Saleh, M.** (2023). *Pro Se* speech and debate mentoring program for justice-impacted youth: Community-engaged learning experiences of Cornell University students. *SUNY Journal of the Scholarship of Engagement: JoSE*, 3(2).
- Saleh, M.** & Bruyère, S. (2022). An international perspective on disability social policy. In Brown, Maroto & Pettinicchio (Eds.), *Oxford Handbook on the Sociology of Disability*.
- Saleh, M.** & Bernick, M. (2022). Autism hiring programs and interface with the legal and regulatory environment (Ch. 12). In *Society for industrial and Organizational Psychology's Organizational Frontiers Volume on “Neurodiversity at Work.”*
- Saleh, M.**, Chang, H-Y, Bruyère, S. M., & Vogus, T. J. (2022). Neurodiverse applicant screening, interviewing, and selection (Ch. 4). In *Society for industrial and Organizational Psychology's Organizational Frontiers Volume on “Neurodiversity at Work.”*
- Saleh, M.** & Cook, L. H. (2020). Serving justice-involved youth with disabilities. Vocational Rehabilitation Youth Technical Assistance Center, U.S. Department of Education, Rehabilitation Services Administration, available [here](#).
- Saleh, M.**, Shaw, L., Malzer, V., & Podolec, P. (2019). Interagency collaboration and communication in transition to adulthood: A mixed methods approach to identifying promising practices and processes in the NYS PROMISE project. *Journal of Vocational Rehabilitation*, 51(2), 183-198.†
- Saleh, M.** (2019). Global perspectives on employment for people with disabilities. In S. M. Bruyère, (Ed.), “Employment and Disability: Issues, Innovations, and Opportunities.” Urbana-Champaign, IL: Labor and Employment Relations Association (LERA).
- Saleh, M.**, Golden, T. P., & Switzer, E. (2019). U.S. employment and disability policy framework: Competing legislative priorities, challenges, and promising practices. In S. M. Bruyère, (Ed.), “Employment and Disability: Issues, Innovations, and Opportunities.” Urbana-Champaign, IL: Labor and Employment Relations Association (LERA).
- Saleh, M.**, Golden, T. P., & Bruyère, S. M. (2019). Social Policy and Disability. In D. Dunn (Ed.), *Understanding the experience of disability: Perspectives from social and rehabilitation psychology*. New York, NY: Oxford University Press.
- Saleh, M.**, & Bruyère, S. M. (2018). Leveraging Employer Practices in Global Regulatory Frameworks to Improve Employment Outcomes for People with Disabilities. *Social Inclusion*, 6(1), 18-28.
- Bruyère, S. M., & **Saleh, M.** (2017). Disability Law and Policy. In D. R. Maki & V. M. Tarvydas (Eds.), *Professional Practice of Rehabilitation Counseling, Third Edition*. New York: Springer.
- Golden, T. P., **Saleh, M.**, & Bruyère, S. M. (2016). Disability Legislation for Rehabilitation Practitioners. In A. Moroz, S. R. Flanagan, & H. Zaretsky (Eds.), *Medical Aspects of Disability*. NY: Springer.

**Saleh, M.** (2014). Public policy, parol evidence and contractual equity principles in Individualized Education Programs: Marking the four corners of the IEP to mitigate unequal bargaining power between parent-guardians and school districts. *Journal of Law and Education*, 43(3), 367-394.

**Saleh, M.** (2011). Modernizing *San Antonio Independent School District v. Rodriguez*: How evolving Supreme Court jurisprudence changes the face of education finance litigation. *Journal of Education Finance*, 37(2), 99-129.

### **University Service**

ILR Government Relations Committee, 2022-present.

ILR Office for Engaged and Experiential Programs Advisory Board, 2023-present (3-year term).

Provost's PreK-12 Engagement Committee, 2021-present.

### **Student Advising**

**Faculty Advisor**, Cornell University Undergraduate Mock Trial Association (2020-current).

**Faculty Advisor**, Cornell University Moot Court (2023-present)

**Credit Internships, Independent Studies, and Thesis Advising, Cornell Undergraduate Students:** Matthew Gavieta (Summer '20), Camilla Bacolod (Fall '20), Emma Bellet (Spring '21), Anna Gorman (Spring '21), Noah Huber (Spring '21), Hannah Potter (Fall '21), Alexander Eshelman (Summer '21), Zakiyy Morgan (Summer '21), Luke Denver-Moore (Summer '21), Armand Wolf (Fall '21), Hargun Sodhi (Fall '21), Victor Rosas (Fall '21), Selam Woldai (Spring '22), Carson Taylor (Spring '22), Julia Haberfield (Spring '22), Jessica Linardi (Spring '22), Sean Vayser (Spring '22), Alina Pereyra (Spring '22), Victoria Lee (Fall '22), Nunally Zou (Fall '22), Alhassan Bangura (Fall '22), Maya Miura (Fall '22); Elina Batt (Spring '23), Connor Mitchell (Honors Thesis), Angela Zheng (Honors Thesis), Ariella Hajibay-Piranesi (Honors Thesis), Sharon Lee (Credit Internship), Maria Kasipovic (Credit Internship)

### **Conference Presentations**

Panelist, Touro Law Symposium, Educational Equity (2024).

Panelist, International Labour Organization 8<sup>th</sup> Annual Regulating for Decent Work Conference (2023).

Panelist, Mercer Law Review Symposium, Narrative in Law (2023).

Panelist, Nova Southeastern Law Symposium, Legal Equity During the COVID-19 Pandemic (2022).

Workshop & Poster, Division of Career Development and Transition (DCDT) Annual Conference, "Transition Services & Activities for Justice-Involved Youth & Young Adults with Disabilities," November 5, 2022.

Panelist, Direct Employers DEAMCon2022, "Neurodiversity in the Workplace: Breaking Down Barriers," April 22, 2022.

Panelist, St. John's Law Review Symposium, "Multiple Marginalization in the Criminal Justice System Before, During, and After Prison," October 8, 2021.

Workshop, "COVID-19: Considerations for Implementing Innovative Disability-Inclusive Workplace Practices," U.S. Equal Employment Opportunity Commission (EEOC) 24th Annual EXCEL (EXamining Conflicts in Employment Law) Conference, June 2021 (with Bobby Silverstein).

Panelist, "Intentional Inclusion in the Post COVID-19 Workplace," NILG 2021 National Conference "Strike a Chord for Equality and Compliance," August 1-4, 2021 (with Kevin Fitzpatrick, PepsiCo and Ivy Lattimer, CVS Health).

Panelist, St. John's School of Law's Labor and Employment Law Society's ADA Anniversary Conference, March 2021.

Panelist, "Panel Discussion on Employing People with Disabilities," Labor and Employment Relations Association (LERA) Annual Conference 2019 (with Susanne Bruyère, Hassan Enayati, Mason Ameri, Doug Kruse, Lisa Shure, and James Whitcomb).

Presenter, "Factors Improving Interview Process Outcomes for Autistic Individuals," 3rd Annual Autism at Work Research Workshop, Sponsored by Microsoft Research (with Susanne Bruyère, Vicki Chang, and Timothy Vogus).

CUNY Neurodiversity Conference 2019, "Implications for Transition to Employment and Healthcare for Youth and Young Adults with Autism: Findings from a Scoping Review" (with Kelly Clark and Nancy Hinkley).

Presenter, Division on Career Development and Transition, DCDT Conference 2017, "New York State PROMISE Implementation Fidelity Design" (with Arun Karpur, Hassan Enayati).

Poster, Division on Career Development and Transition, DCDT Conference 2016, "New York State PROMISE Collaborative Network Study."

Presenter, National Industry Liaison Group, ILG National Conference 2014, "Are We There Yet? New Section 503 and VEVRAA Regulations" (with Judy Young).