

## Searle Center Research Roundtable on Workforce Science

Saturday, November 2, 2013

Northwestern University School of Law  
Searle Center Conference Room (Rubloff #542)  
750 N. Lake Shore Drive, Chicago, IL 60611

### Saturday, November 2, 2013

- 8:30 a.m.                    **Breakfast**
- 8:55 a.m.                    **Welcome and Introduction**
- Matthew L. Spitzer**, Director, Searle Center on Law, Regulation, and Economic Growth and Howard and Elizabeth Chapman Professor, Northwestern University School of Law
- Deborah Weiss**, Director, Workforce Science Project, Searle Center on Law, Regulation, and Economic Growth, Northwestern University School of Law
- 9:00 a.m.                    **Session One—The Research-Practice Gap**
- The Academic-Practice Gap in Management: Is It Unbridgeable?*  
**Sara L. Rynes-Weller**, Murray Professor of Management & Organizations, Tippie College of Business, University of Iowa
- A Case Study of the Gap Between Academic Theory and HR Practice: The Battle Between Turnover and Survival Models*  
**Michael Housman**, Vice President, Workforce Analytics, Evolv
- 10:25 a.m.                    **Break**
- 10:40 a.m.                    **Session Two—Discrimination and Diversity**
- Is There a Female Style in Corporate Leadership?*  
**David A. Matsa**, Assistant Professor of Finance, Kellogg School of Management, Northwestern University
- Do Job Networks Disadvantage Women?*  
**Lori A. Beaman**, Assistant Professor, Department of Economics, Northwestern University
- Perceiving Discrimination*  
**Laura Beth Nielsen**, Research Professor, American Bar Foundation
- Evidence of Discrimination*  
**Nicola Persico**, Professor of Managerial Economics & Decision Sciences, Kellogg School of Management, Northwestern University
- 12:00 p.m.                    **Lunch**
- 1:00 p.m.                    **Session Three— Individual Employee Behavior**
- The Intersection of Incentives and Social Concerns*  
**Dylan B. Minor**, Donald P. Jacobs Scholar, Assistant Professor, Kellogg School of Management, Northwestern University
- Workforce Science and Optimal Incentive Contracts*

**Daniel F. Spulber**, Research Director, Searle Center on Law, Regulation, and Economic Growth, Elinor Hobbs Distinguished Professor of International Business and Professor of Management Strategy, Kellogg School of Management, Northwestern University

*Tournaments in the Workplace*

**Jennifer Brown**, Associate Professor of Management & Organizations, Kellogg School of Management, Northwestern University

*The Devil is in the Details: More Specific Contracts Reduce Feelings of Autonomy, Intrinsic Motivation and Work Persistence*

**J. Keith Murnighan**, Harold H. Hines Jr. Professor of Risk Management, Kellogg School of Management, Northwestern University

2:20 p.m.

**Break**

2:35 p.m.

**Session Four—Organizations**

*The Value of Corporate Culture*

**Paola Sapienza**, Merrill Lynch Capital Markets Research Professor, Kellogg School of Management, Northwestern University

*Interpersonal Influence Behavior in the Internal Labor Market*

**Ithai Stern**, Associate Professor of Management & Organizations, Kellogg School of Management, Northwestern University

*Justice or Just Between Us? Empirical Evidence of the Trade-Off Between Procedural and Interactional Justice in Workplace Dispute Resolution*

**Zev Eigen**, Associate Professor of Law, Northwestern University School of Law

3:35 p.m.

**Break**

3:50 p.m.

**Session Five—Future Directions**

*Can data analytics work miracles in hiring? No, but it can help*

**Diego Klabjan**, Professor of Industrial Engineering and Management Sciences Director of Master of Science in Analytics Program, McCormick School of Engineering, Northwestern University

*Big Data - Rethinking Conventional Workforce Hiring and Management*

**Max Simkoff**, Co-Founder and CEO, Evolv

5:30 p.m.

**Cocktail Reception and Dinner**

Devon Seafood Grill (39 E. Chicago Avenue, Chicago, IL)

**Confirmed Participants (as of 11/1/2013):**

1. **Lori A. Beaman**, Department of Economics, Northwestern University
2. **Jennifer Brown**, Kellogg School of Management, Northwestern University
3. **Zev Eigen**, Northwestern University School of Law
4. **Mitchell Hoffman**, University of Toronto, Rotman School of Management
5. **Michael Housman**, Evolv
6. **Diego Klabjan**, McCormick School of Engineering, Northwestern University
7. **David A. Matsa**, Kellogg School of Management, Northwestern University
8. **Dylan B. Minor**, Kellogg School of Management, Northwestern University
9. **J. Keith Murnighan**, Kellogg School of Management, Northwestern University
10. **Robert L. Nelson**, American Bar Foundation
11. **Laura Beth Nielsen**, American Bar Foundation
12. **Nicola Persico**, Kellogg School of Management, Northwestern University
13. **Lauren Rivera**, Kellogg School of Management, Northwestern University
14. **Sara L. Rynes-Weller**, Tippie College of Business, University of Iowa
15. **Paola Sapienza**, Kellogg School of Management, Northwestern University
16. **Max Simkoff**, Evolv
17. **Matthew L. Spitzer**, Searle Center on Law, Regulation and Economic Growth, Northwestern University School of Law

18. **Daniel F. Spulber**, Kellogg School of Management, Northwestern University
19. **Ithai Stern**, Kellogg School of Management, Northwestern University
20. **Deborah Weiss**, Searle Center on Law, Regulation and Economic Growth and University of Texas
21. **Kimberly A. Yuracko**, Northwestern University School of Law