Saturday, November 2, 2013

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

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
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