



# THE CAREY LIBRARY RESEARCH MINUTE

James B. Carey Library • School of Management & Labor Relations • Rutgers, The State University of New Jersey • 50 Labor Center Way • New Brunswick, NJ

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**Sheri Davis, Tami Lee, and Naomi R. Williams** are co-editing with Maite Tapia (Michigan State) the *2022 LERA Research Volume: Industrial Relations and a Racial Reckoning*. This edited volume offers a Critical Race Theory and Intersectionality (CRT/I) lens to the field of IR.

**Debra Lancaster** and **The Center for Women and Work** is leading a landscape assessment to understand the state of paid leave policy implementation. Most employees in NJ are eligible for the Temporary Disability/Family Leave insurance program to care for themselves or a loved one or to bond with a new baby or adopted child. However, uptake remains relatively low. This is especially true among low-income workers and fathers. This research is intended to help guide philanthropic organizations, policy makers, and other stakeholders about where to intervene to improve implementation and uptake.

**Jessica Methot** recently published an article in the *Academy of Management Journal* titled, "[Office Chit-Chat as a Social Ritual: The Uplifting Yet Distracting Effects of Daily Small Talk at Work](#)" in which it was found that employees' daily small talk at work can boost their well-being and prosocial behaviors. Jessica also conducted a study to examine how employees' daily experiences of nostalgia impacts their work performance.

**James Robinson** is currently working on transforming his dissertation into a book, "*Strikes and Strikeouts: Labor Sports in the United States, 1918-1950*" which covers the rise and fall of a grassroots, anti-fascist, anti-racist, working class sports culture first nurtured by Communists and Socialists, bloomed during the CIO, Popular Front, and the Home Front, and was trampled by the McCarthyist repression.

**Tobias Schulze-Cleven** and Sidney A. Rothstein edited, "[Imbalance: Germany's Political Economy after the Social Democratic Century](#)." The book assesses Germany's political economy after the end of the "social democratic" 20<sup>th</sup> century to rethink its dominant properties and create new opportunities for using the country as a powerful lens into the evaluation of democratic capitalism.

**Mike Sturman** co-authored an article, "[Uncontrolled Control Variables: The Extent That a Researcher's Degrees of Freedom with Control Variables Increases Various Types of Statistical Errors](#)," that was published online in the *Journal of Applied Psychology*. The research examines the risk that p-hacking can play if researchers' selective use or exclude control variables in an effort to "find" a statistically significant result. (Check out his co-authors!)

**Todd E. Vachon** is revising an article for the journal *Social Problems* which uses power resource theory to investigate the determinants of rising income inequality in the U.S. states from 1951-2015. The analysis finds consistent evidence that political and labor power resources matter in the determination of income inequality, but how they matter differs in substantively and theoretically important ways across period and region.

**Naomi R. Williams** and PhD student **Jiyeon Park**, just submitted "Building Labor Solidarity Across Tenure Lines," to the edited volume *Contingent Faculty: A Labor History*. Combining data analysis of over 60 bargaining contracts between faculty and public higher education institutions with interviews with contingent faculty members and union activists, this chapter examines the ways higher education labor organizing can bolster the profession and support the public good function of colleges and universities.

## Check This Out!

The library holds a number of titles from the [LERA Series](#).

The [Academy of Management Journal](#) is available in JSTOR and Business Source Premier from 1963 to the present.

The [Journal of Applied Psychology](#) is available in Business Source Premier and PsycARTICLES from 1917 to the present.

[Social Problems](#) is available in a multiple databases from 1953 to the present.

## DISCOVER THE SMLR ARCHIVES

### In honor of National Poetry Month

*Get Organized: Stories and Poems about Trade Union People 1939*

"At Five P.M." by James Neugass  
"Ford Tour" by Norman Rosten  
"Railroad Blues" by S. Funaroff

*We're the People* by Irene Paull; also *Ballads by the Workers 1930*

"Ballad of a Lumberjack"  
"Song of the Transient Worker"  
"We're the Union" by Elmer Holm

## JUST PUBLISHED!

### [Inequality and the Labor Market: The Case for Greater Competition](#)

This edited volume frames the legal and economic consequences of this imbalance and presents a series of urgently needed reforms for both labor and antitrust laws to improve outcomes for American workers.

Brookings Institution Press, April 2021

## SUBMIT YOUR RESEARCH

Share with colleagues your current research projects. What are you working on? Anything from research in the beginning stages or ready for publication. *The Carey Library Research Minute* is an outlet to stay connected. If interested, please submit a short summary. Issues are published three times in the spring and fall semesters. The next issue will be published in September.

Email submissions to:  
Julie Peters: [jpeters@smlr.rutgers.edu](mailto:jpeters@smlr.rutgers.edu)