

LISA A. SCHUR

Department of Labor Studies and Employment Relations
Rutgers University
50 Labor Center Way
New Brunswick, NJ 08903
Phone: (848) 932-1743
Fax: (732) 932-8677
Email: lschur@smlr.rutgers.edu

34 Wilson Rd.
Princeton, NJ 08540
Phone: (732) 991-8775

EDUCATION

UNIVERSITY OF CALIFORNIA-BERKELEY, Berkeley, California

Ph.D. in Political Science, December 1997.

Fields: Public law, American politics, Political theory

Dissertation topic: Disability and political participation.

An examination of political attitudes and involvement among people with disabilities, including efforts to gain passage of the Americans with Disabilities Act and other attempts to change laws and policies affecting disability. Based on in-depth interviews and questionnaire data from a sample of people who have spinal cord injuries, including people who are not politically active as well as members of the disability rights movement.

M.A. in Political Science, 1984.

Master's thesis: "Women and Rebellion: The Shortcomings of Camus"

An analysis of Camus' view of political action from the perspective of feminist theory.

NORTHEASTERN UNIVERSITY SCHOOL OF LAW, Boston, Massachusetts

J.D., 1987.

Concentration in labor law and Constitutional law.

Passed Massachusetts Bar exam in July, 1987.

HARVARD UNIVERSITY, Cambridge, Massachusetts

B.A. in Sociology, June 1981. Senior honors thesis on the rise of the Soviet state.

EMPLOYMENT

PROFESSOR

7/15-present Department Chair, 1/15-6/18, 7-19 to present, Associate Professor, 7/04-6/15, Assistant Professor, 7/98-6/04. Rutgers University, Department of Labor Studies and Employment Relations.

VISITING ASSISTANT PROFESSOR

1/98-6/98 Haverford College. Designed and taught course on disability, law, and public policy, with focus on employment law.

VISITING LECTURER

1/91-6/92 Rutgers University, Department of Labor Studies. Taught two undergraduate courses on American labor law, emphasizing legal reasoning, oral argument, and writing skills.

TEACHING ASSISTANT

8/87-6/88 University of California, Berkeley, Department of Political Science. Helped teach undergraduate courses on Constitutional law with emphasis on the First Amendment, the Equal Protection Clause of the Fourteenth Amendment, and Criminal Due Process.

9/86-6/87 Northeastern University School of Law. Selected to teach first-year law students legal research methods, writing, and oral advocacy as part of Legal Practice course.

8/82-6/84 University of California, Berkeley, Department of Political Science. Helped teach courses in 19th and 20th Century Political Theory, American Political Theory and History, and Women in American Politics.

JUDICIAL AND LEGAL INTERNSHIPS

12/86-2/87 The Honorable Joseph Tauro, U.S. District Court, District of Massachusetts. Drafted judicial opinions and conducted legal research on First Amendment issues, criminal conspiracy, and tort liability.

6/86-9/86 Massachusetts Attorney General's Office, Environmental Protection Division. Drafted complaints, pre-trial motions, and legal memoranda concerning hazardous waste litigation.

- 12/85-2/86 Thornton and Early, Boston, Massachusetts.
Conducted legal research and writing for a firm specializing in toxic tort litigation.
- 6/85-9/85 Boston Municipal Court, Boston, Massachusetts.
Drafted judicial opinions in the areas of consumer protection, contracts, and torts.

OTHER POSITIONS

Editor, Special Issue on People with Disabilities in the Workplace, with co-editors Adrienne Colella and Meera Adya, International Journal of Human Resource Management, Volume 17, Number 14, 2016.

Senior Fellow, Burton Blatt Institute, Syracuse University, 2010-present. The Burton Blatt Institute is dedicated to advancing the civic, economic, and social participation of people with disabilities.

Kellogg Fellow, School of Management and Labor Relations, Rutgers University, 2016-present.

FELLOWSHIPS AND AWARDS

Political Research Quarterly Best Article Award for “Enabling Democracy: Disability and Voter Turnout,” awarded by the Western Political Science Association for the best article published in the journal in 2002.

Ed Roberts Pre-Doctoral Fellowship, 1996-97, World Institute on Disability and School of Public Health, University of California-Berkeley.

Harry Braden Fellowship, Department of Political Science, University of California-Berkeley, 1982-83.

Elizabeth Carey Agassiz Award for Academic Excellence, Harvard University, 1980-81.

BOOK

Lisa Schur, Douglas Kruse, and Peter Blanck. People with Disabilities: Sidelined or Mainstreamed? Cambridge, England: Cambridge University Press, 2013.

Reviewed in British Journal of Industrial Relations, Industrial and Labor Relations Review, and Journal of Occupational Rehabilitation

REFEREED JOURNAL PUBLICATIONS

- Mason Ameri, Douglas Kruse, So Ri Park, Yana Rodgers, and Lisa Schur, "Telework during the Pandemic: Patterns, Challenges, and Opportunities for People with Disabilities," Disability and Health Journal, forthcoming.
- Douglas Kruse, So Ri Park, Yana Rodgers, and Lisa Schur. "Disability and Remote Work During the Pandemic with Implications for Cancer Survivors," Journal of Cancer Survivorship, Vol. 16, No. 1, 2022: 183-199.
- Mason Ameri, Terri Kurtzberg, Lisa Schur, and Douglas Kruse. "Disability and influence in job interviews," International Journal of Conflict Management, Vol. 32, no. 2 (2021): 266-291
- Flora McConnell Hammond, Christine Davis, Mark Hirsch, Julia Snow, Martha Kropf, Lisa Schur, Douglas Kruse, and Andrew Ball. "Qualitative Examination of Voting Empowerment and Participation Among People Living with Traumatic Brain Injury," Archives of Physical Medicine and Rehabilitation, forthcoming.
- Lisa Schur, Mason Ameri, and Douglas Kruse. "Telework after COVID: A 'silver lining' for workers with disabilities?" Journal of Occupational Rehabilitation Vol. 30, no. 4, 2020: 521-536.
- Mason Ameri, Sean Rogers, Lisa Schur, and Douglas Kruse. "No Room at the Inn? Disability Access in the New Sharing Economy," Academy of Management Discoveries, August 2020, 6(2): 176-205.
- Douglas Kruse, Lisa Schur, Sean Rogers, and Mason Ameri "Why Do Workers with Disabilities Earn Less? Occupational Job Requirements and Disability Discrimination," British Journal of Industrial Relations Vol. 56, No. 4, December 2018, pp. 798-834.
- Lisa Schur, Mason Ameri, and Meera Adya. "Disability, Voter Turnout, and Polling Place Accessibility," Social Science Quarterly Vol. 98, No. 5, November 2017, pp. 1374-1390.
- Mason Ameri, Lisa Schur, Meera Adya, Scott Bentley, Patrick McKay, and Douglas Kruse. "The Disability Employment Puzzle: A Field Experiment on Employer Hiring Behavior," ILR Review Vol. 71, No. 2, March 2018, pp. 329-364.
- Lisa Schur, Kyongji Han, Andrea Kim, Mason Ameri, Meera Adya, Peter Blanck, and Douglas Kruse. "Disability at Work: A Look Back and Forward," Journal of Occupational Rehabilitation Vol. 27, No. 4, 2017, pp. 482-497.
- Lisa Schur, Adrienne Colella, and Meera Adya, "Introduction to Special Issue on People with Disabilities in the Workplace," International Journal of Human Resource

Management, Vol. 27, No. 13-14, July 2016, pp. 1471-1476.

Lisa Schur, Meera Adya, and Mason Ameri. "Accessible Democracy: Reducing Voting Obstacles for People with Disabilities." Election Law Journal Vol. 14, No. 1, 2015, pp. 60-65.

Lisa Schur, Lisa Nishii, Meera Adya, Douglas Kruse, Susanne Bruyere, and Peter Blanck. "Accommodating Workers with and Without Disabilities," Human Resource Management, Vol. 53, No. 4, July-August 2014, pp. 593-621.

Lisa Schur and Meera Adya, "Sidelined or Mainstreamed? Political Participation and Attitudes of People with Disabilities in the United States," Social Science Quarterly, Vol. 94, No. 3, 2013, pp. 811-839.

Jessica N. Link, Martha Kropf, Mark Alexander Hirsch, Flora M. Hammond, Jason Karlawish, Lisa Schur, Douglas Kruse, Christine S. Davis, "Assessing Voting Competence and Political Knowledge: Comparing Individuals with Traumatic Brain Injuries and 'Average' College Students," Election Law Journal Vol. 11, No. 2, 2012, pp. 52-69.

Mohammed Ali, Lisa Schur, and Peter Blanck, "What Types of Jobs do People with Disabilities Want?" Journal of Occupational Rehabilitation, Vol. 21, No. 2, June 2011, pp. 199-210.

Niki Dickerson, Lisa Schur, Douglas Kruse, and Joseph Blasi, "Worksite Segregation and Performance-Related Attitudes," Work and Occupations, February 2010; vol. 37, No. 1, pp. 45-72.

Douglas Kruse, Lisa Schur, and Mohammed Ali, "Projecting Potential Demand for Workers with Disabilities," Monthly Labor Review, Vol. 133, No. 10, October 2010.

Lisa Schur, Douglas Kruse, Joseph Blasi, and Peter Blanck, "Is Disability Disabling in All Workplaces? Workplace Disparities and Corporate Culture," Industrial Relations, Vol. 48, No. 3, July 2009, pp. 381-410.

Lisa Schur, Todd Shields, and Kay Schriener, "Generational Cohorts, Group Membership, and Political Participation by People with Disabilities," Political Research Quarterly, Vol. 58, No. 3, September 2005.

Lisa Schur, Douglas Kruse, and Peter Blanck, "Corporate Culture and the Employment of People with Disabilities," Behavioral Sciences and the Law, Vol. 23, 2005, pp. 3-20.

Lisa Schur, "Do Jobs Create Active Citizens? Employment and Political Participation," British Journal of Industrial Relations, Vol. 41, No. 4, December 2003, pp. 751-771.

Lisa Schur, "Barriers or Opportunities? The Causes of Contingent and Part-time Work

- Among People with Disabilities,” Industrial Relations, Vol. 42, No. 4, October 2003, pp. 589-622.
- Lisa Schur, “Contending with the 'Double Handicap': Political Activism Among Women with Disabilities,” Women and Politics, Vol. 15, No. 2, 2003, pp. 31-62.
- Peter Blanck, Lisa Schur, Douglas Kruse, Susan Schwochau, and Chen Song, “Calibrating the Impact of the ADA’s Employment Provisions,” Stanford Law and Policy Review, Vol. 14.2, 2003, pp. 267-290.
- Lisa Schur, Todd Shields, and Kay Schriener, “Can I Make A Difference? Efficacy, Employment, and Disability,” Political Psychology, Vol. 24, No. 1, March 2003, pp. 119-149.
- Douglas Kruse and Lisa Schur, “Employment of People with Disabilities Following the ADA,” Industrial Relations, Vol. 42, No. 1, January 2003, pp. 31-66.
- Lisa Schur, “Dead-end Jobs or a Path to Economic Well-being? The Consequences of Non-standard Work for People with Disabilities,” Behavioral Sciences and the Law, Vol. 20, December 2002, pp. 601-620.
- Lisa Schur, Todd Shields, Douglas Kruse, and Kay Schriener, “Enabling Democracy: Disability and Voter Turnout,” Political Research Quarterly, Vol. 55, No. 1, March 2002, pp. 167-190.
- Awarded \$1000 prize by the Western Political Science Association for the best article published in the journal in 2002.
- Lisa Schur and Douglas Kruse, “What Determines Voter Turnout? Lessons from Citizens with Disabilities,” Social Science Quarterly, Vol. 81, No. 2, June 2000, pp. 571-587.
- Lisa Schur, “Disability and the Psychology of Political Participation,” Journal of Disability Policy Studies, Vol. 9, No. 2, 1998, pp. 3-31.
- Lisa Schur, “Do Seniority Systems ‘Trump’ the ADA? Conflicts Between Collective Bargaining Agreements and the Duty to Accommodate Disabled Workers,” Journal of Individual Employment Rights, Vol. 7, No. 2, October 1998, pp. 167-186.
- Lisa Schur and Douglas Kruse, “Gender Differences in Attitudes Toward Unions,” Industrial and Labor Relations Review, Volume 46, Number 1, October 1992, pp. 89-102.

NON-REFEREED JOURNAL ARTICLE

- Lisa Schur, “But Is It Still A Disability? Judicial Views of Mitigating Measures Under the

ADA,” Labor Law Journal, Vol. 50, No. 2, Summer 1999, pp. 146-155.

BOOK CHAPTERS

Lisa Schur and Douglas Kruse, “Disability and precarious work,” in Robyn Lewis Brown, Michelle Maroto, and David Pettinicchio (eds), Oxford Handbook on the Sociology of Disability, Oxford University Press, 2022. By Lisa Schur and Douglas Kruse.

Lisa Schur, Yana van der Meulen Rodgers, and Douglas Kruse, “COVID-19 and Employment Losses for Workers with Disabilities: An Intersectional Approach,” forthcoming in Sophie Hennekam, Joy Beatty, and Mukta Kulkarni, eds., Handbook of Disability and Management, DeGruyter, 2023.

Mason Ameri, Mohammad Ali, Lisa Schur, and Douglas Kruse. “Disability in the Unionized Workplace.” In Susanne Bruyere, ed., Employment and Disability: Issues, Innovations, and Opportunities. Ithaca, NY: Cornell University Press, 2019.

Lisa Schur, “Political and Social Participation of People with Disabilities,” in Peter Blanck and Eilionóir Flynn, eds., Routledge Handbook of Disability Law and Human Rights (New York: Routledge, 2017).

Steven Abraham, Lisa Schur, and Paula Voos. “Changing Union Representation Voting Regimes: What Can We Learn?” In David Lewin, ed., Advances in Industrial and Labor Relations (Emerald Group Publishing Limited, 2015), pp. 1-28.

Lisa Schur and Douglas Kruse, “Disability and Election Policies and Practices,” in Barry C. Burden & Charles Stewart, eds., The Measure of American Elections (Cambridge University Press, 2014), pp. 188-222.

Lisa Schur, “Political Participation,” in Gary Albrecht, ed., Encyclopedia of Disability (Thousand Oaks, CA: Sage Publications, 2005), pp. 1260-1264.

Lisa Schur, Todd Shields, and Kay Schriener, “Voting,” in Gary Albrecht, ed., Encyclopedia of Disability (Thousand Oaks, CA: Sage Publications, 2005), pp. 1615-1619.

Lisa Schur, “Is There Still a ‘Double Handicap’? Economic, Social, and Political Disparities Experienced by Women with Disabilities,” in Bonnie G. Smith and Beth Hutchinson, eds., Gendering Disability (New Brunswick, NJ: Rutgers University Press, 2004), pp. 253-271.

Douglas Kruse and Lisa Schur, “Does the Definition Affect the Outcome? Employment Trends Under Alternative Measures of Disability,” in David Stapleton and Richard Burkhauser, eds., The Decline in the Employment of People with Disabilities: A Policy Puzzle (Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2003), pp. 279-300.

BOOK REVIEWS

Lisa Schur, "Review of Disabling Interpretations: The Americans with Disabilities Act in Federal Court," Journal of Politics, Vol. 68, No. 1, February 2006, pp. 220-221.

Lisa Schur, "Review of The Blue Eagle at Work: Reclaiming Democratic Rights in the American Workplace," Labor Studies Journal, Vol. 31, No. 1, Spring 2006.

RESEARCH REPORTS

Lisa Schur, Douglas Kruse, and Mason Ameri. "Disability, the Voting Process, and the Digital Divide," U.S. Election Assistance Commission, July 26, 2022.

Lisa Schur and Douglas Kruse, "Fact sheet: Disability and Voting Access Policies in 2020," December 2021.

Lisa Schur and Douglas Kruse, "Fact sheet: Disability and Voter Turnout in the 2020 Elections," July 2021. Issued with U.S. Election Assistance Commission.

Lisa Schur and Douglas Kruse, "Disability and Voting Accessibility in the 2020 Elections: Final Report on Survey Results Submitted to the Election Assistance Commission," February 2021.

Lisa Schur and Douglas Kruse, "Projecting the Number of Eligible Voters with Disabilities in the November 2020 Elections," September 2020.

Lisa Schur and Douglas Kruse, "Fact sheet: Elected Officials with Disabilities," September 2019.

Janet Boguslaw and Lisa Schur. "Building the Assets of Low and Moderate Income Workers and Their Families: The Role of Employee Ownership." Institute for the Study of Employee Ownership and Profit Sharing, March 2019.

Lisa Schur and Douglas Kruse, "Fact sheet: Disability and Voter Turnout in the 2018 Elections," July 2019.

Lisa Schur and Douglas Kruse, "Fact sheet: Disability and Voter Turnout in the 2016 Elections," August 2017.

Lisa Schur and Douglas Kruse, "Projecting the Number of Eligible Voters with Disabilities in the November 2016 Elections," September 2016.

Azadeh Meshkaty, Annie Alcid, Elizabeth Barrett, Lisa Schur, and Peter Blanck, "Working

Women with Disabilities: Employment and Earnings,” White Paper prepared for Women’s Bureau and U.S. Department of Labor, U.S. Department of Labor, April 2014.

Lisa Schur, “Reducing Obstacles to Voting for People with Disabilities: White Paper prepared for Presidential Commission on Election Administration,” June 22, 2013

Lisa Schur, Meera Adya, and Douglas Kruse, “Disability, Voter Turnout, and Voting Difficulties in the 2012 Elections,” Report to the U.S. Election Assistance Commission, July 2013.

Lisa Schur and Douglas Kruse, “Fact sheet: Disability and Voter Turnout in the 2010 Elections,” August 2011.

Lisa Schur and Douglas Kruse, “Fact sheet: Disability and Voter Turnout in the 2008 Elections,” August 2009.

TESTIMONY

Lisa Schur, “Testimony on Disability and Employment before the U.S. Senate Health, Education, Labor, and Pensions committee,” February 8, 2022.

Lisa Schur, “Reducing Obstacles to Voting for People with Disabilities,” Testimony to Presidential Commission on Election Administration, Denver, CO, August 8, 2013

PUBLISHED PAPERS IN PROCEEDINGS

Lisa Schur, Adrienne Eaton, and Saul Rubinstein, “High Performance Work Systems and Political Efficacy: A Tale of Two Departments,” Proceedings of the 56th Annual Meeting. Champaign, IL: Industrial Relations Research Association, 2004.

Lisa Schur, “Discrimination in the Workplace: Perceptions and Responses of People with Disabilities,” Proceedings of the 54th Annual Meeting. Champaign, IL: Industrial Relations Research Association, 2002, pp. 40-48.

Lisa Schur, “The Difference a Job Makes: The Effects of Employment Among People with Disabilities,” Journal of Economic Issues, Vol. 36, No. 2, June 2002, pp. 339-348.

Lisa Schur, “Do Seniority Systems ‘Trump’ the ADA? Conflicts Between Collective Bargaining Agreements and the Duty to Accommodate Disabled Workers,” Proceedings of the Southern Industrial Relations and Human Resources Conference, 1998.

Lisa Schur, “Disability and the Psychology of Political Participation,” Proceedings of the Society for Disability Studies, 1997.

Lisa Schur and Douglas Kruse, "What Determines Voter Turnout? Lessons from Citizens with Disabilities," Proceedings of the Society for Disability Studies, 1997.

WORKING PAPERS AND WORK IN PROGRESS

"See Me, Not the Disability: Field Experiments on Disability, Veteran, and Gender Status in Hiring Outcomes." By Mason Ameri, Lisa Schur, Meera Adya, Adrienne Colella, and Douglas Kruse, December 2019.

"Disability and the Unionized Workplace." IZA Discussion Paper #12258. By Mason Ameri, Mohammad Ali, Lisa Schur, and Douglas Kruse, March 2019.

"The Disability Employment Puzzle: A Field Experiment on Employer Hiring Behavior." By Mason Ameri, Lisa Schur, Meera Adya, Scott Bentley, Patrick McKay, Douglas Kruse. Working Paper No. 21560, National Bureau of Economic Research, Cambridge, MA, September, 2015.

"Disability and Political Participation: Closing the Gap?" with Meera Adya and Mason Ameri. Presented at Midwest Political Science Association, Chicago, IL, April 2015.

"Workplace Democracy and Political Participation," with Douglas Kruse and Jung Ook Kim. Presented at International Association for the Economics of Participation, Copenhagen, Denmark, July 2016.

RESEARCH GRANTS

"Disability and Voting Accessibility in the 2020 Elections," 2022-2023. Lisa Schur, Mason Ameri, Meera Adya, and Douglas Kruse. This \$306,553 contract from the U.S. Election Assistance Commission funded a post-election national survey of 2000 people on disability and voting in the 2022 elections.

"Disability and Voting Accessibility in the 2020 Elections," 2020-2021. PI for \$318,000 grant from the U.S. Election Assistance Commission. This grant funded a 2020 post-election national survey that documents voter turnout and voting barriers faced by people with disabilities. The final report was submitted on February 17, 2021.

"Employer Disability Practices RRTC," 2021-2025. Co-investigator for 5-year Rehabilitation Research and Training Center (RRTC) funded by the National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR). The goal is to study the effects of employer practices on the employment of people with disabilities, with a focus on facilitating increased employment. The center is based at Rutgers University, with Syracuse University, University of Indiana, and National Organization on Disability as partners. The 5-year budget is \$4.3 million.

“Disability Inclusive Employment Policy RRTC,” 2020-2024. Co-investigator for 5-year Rehabilitation Research and Training Center (RRTC) funded by the National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR). The goal is to study the effects of employment policies on the employment of people with disabilities, with a focus on facilitating increased employment. The center is based at Syracuse University, with Rutgers and Harvard as partners, with \$4.3 million total for all partners and \$940,000 to Rutgers. The Rutgers projects include analysis of the effects on people with disabilities of policies on: 1) paid sick leave and paid family leave; 2) telework and other home-based work; 3) contingent work; 4) unemployment insurance; and 5) minimum wages.

“Collaborative Research: Future of Work for People with Disabilities,” 2020-2023. Co-investigator for 4-year project funded by the National Science Foundation. The goal is to study the potential of assistive technology to increase employment, productivity, and wages of people with disabilities. The center is based at CUNY, with Rutgers and NYU as partners, with \$2.3 million total for all partners and \$620,000 to Rutgers. The Rutgers components include looking at economic and policy implications of assistive technology using large-scale government datasets and data gathered from companies and employees about HR implications of integrating assistive technology in the workplace.

“Disability and Voter Turnout in the 2012 Elections,” 2012-2014. PI for \$235,000 grant from the U.S. Election Assistance Commission, through the Research Alliance for Accessible Voting at Clemson University. This grant funded a 2012 post-election national survey that documented voting barriers faced by people with disabilities. The results were presented to the Presidential Commission on Election Administration, Election Assistance Commission, National Institute on Standards and Technology, Midwest Political Science Association, and Society for Disability Studies. Results were published in Election Law Journal and are forthcoming in Social Science Quarterly.

“Disability Discrimination and Job Requirements,” 2010-2015. Co-PI for \$200,000 grant from Employment Policy Rehabilitation Research and Training Center, based at University of New Hampshire and funded by National Institute on Disability and Rehabilitation Research, 2010-2015. This project matches data on disability earnings gaps by occupation to data on occupational job tasks and ability requirements, examining whether disability earnings gaps are limited to occupations in which an impairment should limit productivity, or instead also exist in occupations where impairments do not limit productivity, which would support the idea that discrimination is at work.

“Corporate Culture and Disability,” 2006-2008. Co-PI for \$500,000 grant from the Office of Disability Employment Policy, U.S. Department of Labor. A consortium of Rutgers, Cornell, and Syracuse researchers worked with three other research partners and six companies to study how corporate policies and practices, and manager and co-worker attitudes, can limit or facilitate employment opportunities for people with

disabilities. The information from the case studies provides lessons about what works in diverse settings, helping companies develop "best practices" for employing people with disabilities and providing a platform for ongoing benchmarking and self-evaluation. Results were published in Human Resource Management.

"Disability and Demand-side Employment Placement Models," 2006-2011, Co-PI for a 5-year center supported by four universities and funded by the National Institute on Disability and Rehabilitation Research, U.S. Dept. of Education. Rutgers received \$252,000 to study contingent work and worker displacement, and develop 10-year projections of employer demand for specific abilities. Results were published in Monthly Labor Review.

"Desired and Actual Work Arrangements Among People with Disabilities," 2005-2007. Co-PI with colleagues from Rutgers University, Syracuse University, and the University of Iowa to gain approval and \$51,350 in funding for putting disability questions on the 2006 General Social Survey. In combination with two work modules (the Work Orientation module and the Quality of Work Life module), these data provided the first representative estimates of desired work arrangements among both employed and non-employed people with disabilities, and the attitudes and experiences of employed people with disabilities. The funding came from the National Institute of Disability and Rehabilitation Research, and the Rutgers School of Management and Labor Relations. Results were published in the Journal of Occupational Rehabilitation.

"Non-standard Work Arrangements and Disability," 2000-2001. Co-PI for project analyzing the prevalence and trends of alternative work arrangements among people with disabilities over the 1992-2000 period, and legal issues facing workers with disabilities in such arrangements. This was supported by a \$54,000 grant through the Disability Research Institute, which is funded by the Social Security Administration. Results were published in Industrial Relations and Behavioral Sciences and the Law.

"Empowerment Through Civic Participation: A Follow-up Study," 2000. Co-investigator for a post-election survey in November 2000 of 500 people who responded to our 1998 national survey, plus an additional cross-section of 502 people. This was funded by grants totaling \$50,000 from the National Institute on Disability and Rehabilitation Research, the Presidential Task Force on Employment of Adults with Disabilities, and the Rutgers School of Management and Labor Relations. Results were published in Women and Politics, British Journal of Industrial Relations, and Political Research Quarterly.

"Empowerment Through Civic Participation: A Study of the Political Behavior of People with Disabilities," 1998. Co-investigator for national household survey of 1,240 people, 700 of whom had disabilities, conducted by the Rutgers Center for Public Interest Polling in November, 1998. This was funded by grants totaling \$52,500 from the New Jersey Developmental Disabilities Council and the Rutgers School of Management and Labor Relations. Results were published in Political Research Quarterly and Political Psychology.

EXPERT WITNESS

Expert witness in Minnesota voting case, *DSCC and DCCC v. Simon*, Case No. 62-cv-20-585 (2020).

Expert witness in Nevada voting case, *Corona v. Cegavske in Nevada State Court* (Case No. 20-OC-00064-1B) (2020).

PRESENTATIONS

Roundtable panelist for “Disability in Political Science: Current Scholarship and Future Directions,” American Political Science Association annual conference, September 17, 2022

“Disability, the Voting Process, and the Digital Divide,” U.S. Election Assistance Commission, July 26, 2021, with Douglas Kruse and Mason Ameri.

“Paid Leave Mandates and Disability Employment,” Labor and Employment Relations Association, June 4, 2022.

“Progress or Regress Amid the Pandemic? Disability, Voting Accessibility, and Voter Turnout From 2008 to 2020.” Presentation to American Political Science Association annual conference, October 1, 2021.

“Disability and Voter Turnout in the 2020 Elections.” Presentation to U.S. Election Assistance Commission, July 7, 2021, with Douglas Kruse.

“Disability and Voting Accessibility in the 2020 Elections.” Presentation to Respectability.org, April 8, 2021, with Douglas Kruse.

“Disability and Voting Accessibility in the 2020 Elections.” Presentation to American Association of People with Disabilities and REV UP! Campaign, March 18, 2021, with Douglas Kruse.

“Disability and Voting Accessibility in the 2020 Elections.” Presentation to U.S. Access Board, March 10, 2021, with Douglas Kruse.

“Disability and Voting Accessibility in the 2020 Elections.” Presentation to American Council on the Blind, February 22, 2021, with Douglas Kruse.

“Disability and Voting Accessibility in the 2020 Elections.” Presentation on Voting Rights Panel for “Shaping Justice” conference, University of Virginia Law School, February 20, 2021.

- “Disability and Voting Accessibility in the 2020 Elections.” Presentation to U.S. Election Assistance Commission, February 17, 2021, with Douglas Kruse.
- “Disability and Voting: What Does the Research Say?” Presentation to “Closing the Gap” webinar sponsored by Christopher & Dana Reeve Foundation, October 19, 2020.
- “Disability and Voting: What Does the Research Say?” Presentation to Mathematica Disability Affinity Group, October 19, 2020.
- “Disability and Voting: What Does the Research Say?” Presentation to Kansas Leadership Education in Neurodevelopmental Disabilities program, and Kansas University Center on Developmental Disabilities, October 16, 2020.
- “Disability and Voting.” Presentation on panel for “Ensuring the Right to Vote,” Columbia University's Institute for the Study of Human Rights, September 29, 2020.
- “Disability and Voting: What Does the Research Say?” Presentation with Douglas Kruse for “POWER: The Disability Vote” webinar, sponsored by American Association of People with Disabilities and REV UP! Campaign, June 22, 2020.
- “Disability and Voting.” Presentation with Douglas Kruse for “Protecting the Right to Vote for People with Disabilities” webinar, sponsored by Leadership Conference on Civil and Human Rights, and National Disability Rights Network, May 21, 2020.
- “Disability in the Unionized Workplace,” Labor and Employment Relations Association, Cleveland, OH, June 2019.
- “Building the Assets of Low and Moderate Income Workers and their Families: The Role of Employee Ownership,” Beyster Symposium, LaJolla, CA, June 2019.
- “Does Employee Ownership Benefit Low- and Middle-income Workers?” International Association for the Economics of Participation, University of Ljubljana, Slovenia, July 2018.
- “Disability and Political Participation,” Sciences Po, Saint-Germain-en-Laye, Paris, France, March 2018.
- “Disability and Employment,” University of Cergy-Pontoise / Sciences Po Saint-Germain-en-Laye, Paris, France, March, 2018
- “Disability, Voter Turnout, and Polling Place Accessibility,” National Academies of Sciences, Engineering, and Medicine, Committee on the Future of Voting, New York, NY, July 13, 2017.
- “Employment of People with Disabilities and the Law,” New Jersey Labor and Employment

- Relations Association, Edison, NJ, May 1, 2017.
- “Workplace Democracy and Political Participation,” International Association for the Economics of Participation, Copenhagen, Denmark, July 2016.
- “Why Do Workers With Disabilities Earn Less? Occupational Job Requirements and Disability Discrimination,” Labor and Employment Relations Association, Minneapolis, MN, June 2016.
- “Disability and Political Participation: Closing the Gap?” Midwest Political Science Association, April 2015.
- “Survey Results on Polling Place Accessibility in the 2012 Elections,” National Coalition for Independent Living, Washington, D.C., July 2014.
- “Reducing Obstacles to Voting for People with Disabilities,” National Institute of Standards and Technology (NIST) and Election Assistance Commission (EAC), Webinar on Accessible Technology and the PCEA Report, May 22, 2014.
- “Disability, Voter Turnout, and Polling Place Accessibility,” Midwest Political Science Academy annual conference, Chicago, IL, April 2014.
- “Reducing Obstacles to Voting for People with Disabilities,” Testimony to Presidential Commission on Election Administration, Denver, CO, August 8, 2013
- “Survey Results on Polling Place Accessibility in the 2012 Elections,” Society for Disability Studies annual conference, Orlando, FL, June 2013.
- “Survey Results on Polling Place Accessibility in the 2012 Elections,” National Coalition for Independent Living, June 2013.
- “Survey Results on Polling Place Accessibility in the 2012 Elections,” Election Assistance Commission, Washington, D.C., May 2013.
- “Survey Results on Polling Place Accessibility in the 2012 Elections,” National Institute of Standards and Technology (NIST) and Election Assistance Commission (EAC), Accessible Voting workshop, Gaithersburg, MD, April 2013
- “Survey Results on Polling Place Accessibility in the 2012 Elections,” The Election Center, Research Alliance on Accessible Voting, Minneapolis, MN, April 2013
- “Disability and Election Policies and Practices,” MIT/Pew Project on Measure of Elections, Cambridge, MA, June 2012.
- “Disability, Voter Turnout, and Polling Place Accessibility,” U.S. Election Assistance Commission Board of Advisors, Washington, D.C., June, 2011.

- “Disability at Work: Job Characteristics and Attitudes of Employees with Disabilities,” Labor and Employment Relations Association conference, San Francisco, CA, January 2009.
- “Disability and Corporate Culture: Case Study Evidence,” Labor and Employment Relations Association conference, San Francisco, CA, January 2009.
- “Sideline or Mainstreamed? Political Participation and Attitudes of People with Disabilities in the United States,” American Political Science Association conference, Boston, MA, August 2008.
- “Building Inclusive Organizations for Employees with Disabilities,” Conference on Strengthening the Intersection of Demand- and Supply-Side Disability Employment Research, sponsored by U.S. Department of Labor and the Interagency Consortium on Disability Research, Washington, D.C., June 2008.
- “Enabling Democracy: Enhancing Political Participation among People with Disabilities,” University of North Carolina, Charlotte, NC, April 28, 2008.
- “Corporate Culture and the Experiences of Employees with Disabilities,” Society for Industrial and Organizational Psychology annual conference, Dallas, TX, May 2006.
- “High Performance Work Systems and Political Efficacy: A Tale of Two Departments,” Industrial Relations Research Association annual conference, San Diego, CA, January 2004.
- “Corporate Culture and the Employment of People with Disabilities,” conference on corporate culture and disability sponsored by Merrill Lynch and the University of Iowa Center on Law, Health Policy, and Disability, New York, NY, June 2003.
- “Do Jobs Create Active Citizens? Employment and Political Participation,” British Journal of Industrial Relations conference on politics and employment relations, London, UK, September 2002.
- “Non-standard Work Arrangements and Disability,” Disability Research Institute, Washington, D.C., June 2002.
- “Changes in the Workforce: Trends & Implications for Employment Law and Collective Bargaining,” Industrial Relations Research Association chapter meeting, Edison, NJ, April 2002.
- “Discrimination in the Workplace: Perceptions and Responses of People with Disabilities,” Industrial Relations Research Association annual conference, Atlanta, GA, January 2002.

- “The Difference a Job Makes: The Effects of Employment Among People with Disabilities,” Association for Evolutionary Economics annual conference, Atlanta, GA, January 2002.
- “Conflicts Between Collective Bargaining Agreements and the ADA,” 23rd Annual Labor Law Conference, sponsored by Region 22 of the National Labor Relations Board, Edison, NJ, November 2001.
- “Employment, the ‘Double Handicap,’ and Political Action Among Women with Disabilities,” Center for Women and Work, Rutgers University, New Brunswick, NJ, October 2001.
- “Growing Older Alone? Social Capital, Age, Participation, and Disability,” American Political Science Association, San Francisco, CA, August 2001, with Todd Shields.
- “Contending with the ‘Double Handicap’: Political Activism Among Women with Disabilities,” Conference on Gender and Disability, Institute for Research on Women, Rutgers University, New Brunswick, NJ, March 2001.
- “Can I Make A Difference? Political, Personal, and Group Efficacy Among People with Disabilities,” American Political Science Association, Washington, D.C., August 2000.
- “Contingent Employment Among Workers with Disabilities: Opportunities and Barriers,” Cornell University Summer Institute on Disability and Employment Policy, Ithaca, NY, July, 2000.
- “Contingent Employment Among Workers with Disabilities: Opportunities and Barriers,” Society for Disability Studies, Chicago, IL, July, 2000.
- “Disability and Voter Turnout,” presented to President’s Committee on Employment of People with Disabilities, Subcommittee on Employee Disability Concerns, Washington, D.C., January 2000.
- “Employment and Participation Among People with Disabilities,” presented to European Union High Level Group on Disability, Washington, D.C., October 1999.
- “Disability and Voter Turnout in the 1998 Elections,” American Political Science Association, Atlanta, GA, September 1999, with Todd Shields.
- “Polling Place Accessibility for People with Disabilities,” National Task Force on Elections Accessibility, Washington, D.C., June 1999, with Douglas Kruse.
- “But Is It Still A Disability? Judicial Views of Mitigating Measures Under the ADA,” Society for Disability Studies, Washington, D.C., May 1999.

“Political Participation Among People with Disabilities,” Society for Disability Studies, Washington, D.C., May 1999.

“Do Seniority Systems ‘Trump’ the ADA? Conflicts Between Collective Bargaining Agreements and the Duty to Accommodate Disabled Workers,” Southern Industrial Relations and Human Resources Conference, Vanderbilt University Law School, Nashville, Tennessee, October 1998.

“Do Seniority Systems ‘Trump’ the ADA? Conflicts Between Collective Bargaining Agreements and the Duty to Accommodate Disabled Workers,” Society for Disability Studies, Oakland, California, June 1998.

“Disability and Political Participation,” Society for Disability Studies, Minneapolis, Minnesota, May 22, 1997.

“What Encourages People with Disabilities to Participate in Politics?” World Institute on Disability Colloquium, Oakland, California, April, 1997.

“What Determines Voter Turnout? Lessons from Citizens with Disabilities,” Southern Political Science Association, Atlanta, Georgia, November 8, 1996, with Douglas Kruse.

“Disability and the Psychology of Political Participation,” International Society of Political Psychology, Vancouver, British Columbia, July 3, 1996.

“Attitudes Toward Unions in the U.S.: An Analysis of Gender Differences,” School of Management and Labor Relations, New Brunswick, New Jersey, May 1990, with Douglas Kruse.

COURSES TAUGHT

Employment Law (in-class and on-line)(graduate and undergraduate)

American Labor Law (undergraduate)

Disability and Law (undergraduate)

Disability, Work, and Society (undergraduate)

Perspectives on Labor Studies (undergraduate)

Legislation and Labor-Management Relations (graduate)

Introductory Seminar in Labor Studies and Employment Relations (graduate)

Designed and taught non-credit courses on labor law and the Americans with Disabilities Act for UCLEA Summer Institute for Union Women, various years since 2000.

COURSES CREATED

Developed on-line version of Introductory Seminar in Labor Studies and Employment

Relations, Fall 2017/Spring 2018
Disability and Law (undergraduate)
Disability, Work, and Society (undergraduate)

SERVICE

Service to Profession

Organizer and chair for plenary session, “National Policy Forum Luncheon: Racial Diversity and Inclusion in the Labor and Employment Relations Community,” Labor and Employment relations Association, Cleveland, OH, June 2019.

Editor, Special Issue on People with Disabilities in the Workplace, with co-editors Adrienne Colella and Meera Adya, International Journal of Human Resource Management, Vol. 17, No. 14, 2016.

Reviewer for:

American Journal of Political Science

American Politics Research

American Political Science Review

British Journal of Industrial Relations

Citizenship Studies

Election Law Journal

European Political Science Review

Industrial and Labor Relations Review

International Journal of Human Resource Management

Journal of Business Ethics

Journal of Communication

Journal of Elections, Public Opinion, and Parties

Journal of Occupational Rehabilitation

Journal of Politics

Journal of Vocational Rehabilitation

Political Behavior

Policy Studies

Rehabilitation Education

Social Problems

Social Science Quarterly

Organizer of American Political Science Association panel, “Entering the Global Mainstream? The Politics of Disability in the 21st Century,” for the August 2008 conference in Boston.

Organizer of Industrial Relations Research Association panel, “Industrial Democracy and Political Participation,” for the January 2004 conference in San Diego.

Member, Education Committee, Industrial Relations Research Association, 2002-2004.

Senior Research Fellow, Burton Blatt Institute, Syracuse University, 2010-present.

Visiting Fellow, Sciences Po / St. Germain-en-Laye, France, March 2018.

Service to Government and Society

Member, CPS Disability Supplement Expert Panel, U.S. Department of Labor Chief Evaluation Office and the Office of Disability Employment Policy (ODEP), November 2021.

White Paper prepared for Presidential Commission on Election Administration, July 2013.

Presentations to governmental bodies:

 Presidential Commission on Election Administration, Denver, Colorado, August 2013.

 President's Committee on Employment of People with Disabilities, Washington, D.C.,
 January 2000

 European Union High Level Group on Disability, Washington, D.C., October 1999

 National Task Force on Elections Accessibility, Washington, D.C., June 1999

 New Jersey Developmental Disabilities Council, New Brunswick, NJ, April 1999

Chair, panel on ADA Amendments Act, New Jersey Labor and Employment Relations,
November 7, 2011

Member of Blue Ribbon Expert Advisory Panel for the ADA Impact Study, funded by the
Presidentially-appointed National Council on Disability, 2004-2005

Rutgers University representative on Planning Committee for Annual Labor Law
Conference, 2000-present, sponsored by National Labor Relations Board Region 22.

Invited presenter for Webcast on disability and employment, sponsored by Institute for
Rehabilitation Research, funded by the National Institute on Disability and Rehabilitation
Research, June 2003 (www.ilru.org/online/archive/2003/06-18-PB.html)

Presentations to New Jersey Education Association on employment law, January and March,
2003.

Published interviews in Insight, supplement to Labor Law Reports, July 1999 and March
2002, on Supreme Court decisions interpreting the ADA.

Service to Rutgers

Chair, Department of Labor Studies and Employment Relations, January 2015-July 2018,
July 2019-July 2020.

Member of committee to develop crossdisciplinary Disability Studies minor at Rutgers,
September 2018-present.

Member, Mentoring Committees for Assistant Professors:

Saunjuhi Verma (2014-2019)
Tobias Schulze-Cleven (2013-2018)
Patrick Downes (2016-2018)
Jessica Methot (2011-2017)
Mingwei Liu (2010-2015)
Hui Liao (2006-2011)

Chair, Master's Thesis Committee, and Member, Ph.D. Dissertation Committee, for Mason
Ameri, 2013-2017.

Member, Dean's Search Committee, School of Management and Labor Relations, 2018.

Member, Dean's Search Committee, School of Management and Labor Relations, 2014-
2015.

Member, Academic Standing Committee, Rutgers University, 2008-2013.

Member, Academic Coordinating Council, Rutgers University, 2003-2007.

Member, Faculty Search Committee, Department of Labor Studies and Employment
Relations, Rutgers University, 2001-2002, 2004.

Member, Library Committee, School of Management and Labor Relations, Rutgers
University, 2002-2003.

Member, Undergraduate Admissions Committee, Department of Labor Studies and
Employment Relations, Rutgers University, 2003-2004.

Member, Graduate Admissions Committee, Department of Labor Studies and Employment
Relations, Rutgers University, 2013-2014.

AFFILIATIONS

American Bar Association
American Political Science Association
Labor and Employment Relations Association

Society for Disability Studies