

LINDA BARRINGTON

Cornell SC Johnson College of Business
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PROFESSIONAL EXPERIENCE

CORNELL UNIVERSITY – SC JOHNSON COLLEGE OF BUSINESS, NEW YORK, N.Y. AND ITHACA, N.Y.

Associate Dean, Strategy and Societal Impact (2022-present)

- Serve on the Cornell SC Johnson College of Business leadership team, reporting to the College Dean
- Drive strategy that enhances College's external engagement, reputation, and societal impact, locally and globally
- Accountable for Office of External Relations and Engagement, including corporate relationships and international partnership agreements
- Accelerate cross-College Centers, Institutes and Themes collaboration, resource efficiency, and program excellence and impact, chairing College Steering Committee for Centers & Institutes
- Represent College's international and external education/eCornell interests as liaison to university central, serving on Global Cornell's International Council and the university External Education Strategy Council

Associate Dean, External Relations (2019-2022)

- Serve on the Cornell SC Johnson College of Business leadership team, reporting to the College Dean
- Lead operations and strategy for corporate relationships, international partnerships, overseeing the Office of External Relations and collaborating with alumni affairs and development and career services
- Liaison to Cornell University's Global Cornell and External Education/eCornell groups and internal councils thereof
- Encourage cross-College Centers, Institutes and Themes collaboration
- Strategy for external activities to enhance the reputation and revenue profile for the College

Executive Director (Senior Extension Associate), Institute for Compensation Studies (2010-present)

(full-time role 2010 – 2015, part-time role 2015 – present)

- Advise ICS academic director on setting ICS strategic priorities and contribute to effective operations
- Maintain industry-engaging and revenue-generating executive and professional programs for compensation-related practitioners, including managing ICS' Executives Forum, a by-invitation peer group of top compensation and benefits executives of Fortune 500-level companies
- Undertake studies or convenings that align with ICS mission, collaborating with external corporations, foundations, or funding partners
- Contribute to education programming related to earnings, compensation, and total rewards
- Support ICS' public presentations and media interviews on issues related to total rewards and income
- Responsible for 2010 launch of institute and program growth with Founding Director, Kevin Hallock

CORNELL UNIVERSITY, ILR SCHOOL – NEW YORK, N.Y. AND ITHACA, N.Y.

Associate Dean for Outreach and Sponsored Research (2015- 2019)

- Oversaw ILR's dozen institutes, center, and outreach programs, and associated administrative budget
- Lead division's strategy to increase its impact, aligning with ILR's mission and driving program excellence in a resource-efficient manner
- Served on dean's executive team, advising dean on strategy, administrative priorities, and sensitive matters
- Worked collaboratively to improve ILR's operational process efficiencies (e.g., contracts; financial reports)

- Liaised within Cornell and without on behalf of ILR’s mission of outreach related to the world of work, representing ILR in media and webcasts, at New York State hearings, with industry associations, etc.
- Coordinated ILR’s New York State relations and funding strategy (since 2018)
- Produced high profile, public-facing ILR events in collaboration with internal and external partners

THE CONFERENCE BOARD, NEW YORK, N.Y.

Managing Director, Human Capital (2009-2010)

- Strategic and research leader of Human Capital content area
- Managed global program that included 10 direct reports (3 remote) and global matrixed staff and contractors
- Served on CEO’s global Management Committee (served continuously from 2000-2010)
- Frequent speaker, report author, and media spokesperson on human capital trends, labor market conditions, and corporate HR practices
- Conceptualized and restructured organization’s core management research program

Research Director, Management Excellence Department (2004-2009)

- Raised research quality and successfully rebuilt department into most prolific member-focused research area
- Established department’s core focus on strategic workforce planning, employee engagement, labor market conditions and demographics, and workforce readiness
- Expanded and improved prestige of department’s media coverage
- Supported successful growth of and participated in peer-executive Research Working Groups on pressing HR and talent issues
- Presented department research on HR, workforce readiness, and diversity and inclusion at peer-executive Councils

Co-Director and Principal Investigator, Mature Workforce Initiative (2004-2009)

- Developed, secured, and co-directed \$2 million, multi-year project funded by Atlantic Philanthropies to examine the impact of age and demographics on organizations
- Directed collaborative research to explore a broad spectrum of challenges related to increasing the engagement of mature workers in paid employment
- Delegate to the 2005 White House Conference on Aging
- Invited expert to Government Accountability Office Forum, moderated by David M. Walker, Comptroller General of the U.S. (GAO-07-438SP, “Highlights of a GAO Forum: Engaging and Retaining Older Workers”)

Special Assistant to the CEO/President (2000-2004)

- Coordinated organization’s annual and strategic planning process, including crisis business planning in response to 30% drop in revenue following 9-11
- Member of President’s Council (management team), presenting organizational results to Board of Trustees

Labor Economist (1999-2004)

- Devised proprietary Diversity Index metric; produced research on employee diversity, living standards
- Conducted confidential workforce representation benchmarking in partnership with Fortune 100-level corporate Diversity and Inclusion executives
- Completed co-authored establishment-level study of workforce diversity and productivity as on-site visiting researcher at U.S. Census Bureau, Center for Economic Studies

BARNARD COLLEGE, COLUMBIA UNIVERSITY, NEW YORK, N.Y.

Assistant Professor of Economics (1991-1999)

- Taught microeconomics, statistics for economists, econometrics, program evaluation, U.S. economic history, specialized topic seminars, and advised and mentored dozens of senior theses
- Served on several dissertation committees for Columbia University Economics Department graduate students
- Taught graduate-level Gender Economics in School for International and Public Affairs, Columbia University

- Chaired interdisciplinary Columbia University Seminar on Economic History
- Served on several college committees including Faculty Advisory Committee to the Board of Trustees

UNIVERSITY OF MICHIGAN, ANN ARBOR

Visiting Assistant Professor of Economics

(1995)

- Taught Economic Statistics and Econometrics

EDUCATION

Ph.D., 1991, University of Illinois at Urbana-Champaign: Economics

M.S., 1988, University of Illinois at Urbana-Champaign: Economics

B.S., 1985, University of Wisconsin-Madison: Economics

PUBLICATIONS

BOOKS

Employment and Work, co-authors Susanne Bruyere and Linda Barrington, (book published as part of the *SAGE Reference Series on Disability*, Gary L. Albrecht, series editor), Sage Publications, Inc., (2012)

The Other Side of the Frontier: Economic Explorations into Native American History, Editor (book published in the *American and Economic History Series*, Joel Mokyr and Robert Margo, series editors), Westview Press (1999)

JOURNAL ARTICLES

“Responsible, Rigorous, and Impactful Research through Engagement,” *Global Focus Annual Research*, Volume 2, 61-67, <https://www.globalfocusmagazine.com/responsible-rigorous-and-impactful-research-through-engagement/> co-author Andrew Karolyi, (2023)

"Job Change, Earnings and Recalibration: Reemployment, Unemployment or Retirement?" *Public Policy & Aging Report*, <https://academic.oup.com/ppar/article/30/3/95/5878803?guestAccessKey=4a25ee3d-5ae7-4442-baff-a0d7d22e5dfb>, co-author Hassan Enayati, (2020)

“Gender Pay Equity Analytics: A Case Study of a Large Multinational Company,” *The Journal of Total Rewards*, 80-99, <https://www.worldatwork.org/journal/2020/q1/pdfs/f8.pdf>, co-author Kevin Hallock, (Q1, 2020)

“Ageism and Bias in the American Workplace,” *Generations: a journal of The American Society on Aging*; 39(3): 34-38, [DOI:10.2307/26556131](https://doi.org/10.2307/26556131), (Fall, 2015)

“Employer practices in improving employment outcomes for people with disabilities: A trans-disciplinary and employer-inclusive research approach,” *Rehabilitation Research, Policy and Education: Journal of the National Council on Rehabilitation Education*, Vol. 28, Number 4, pp 208 – 224, [DOI: 10.1891/2168-6653.28.4.208](https://doi.org/10.1891/2168-6653.28.4.208), co-authors Susanne Bruyère and Margaret Waelder, (2014)

“Estimating pay gaps for workers with disabilities: Implications from broadening definitions and datasets,” *Rehabilitation Research, Policy and Education: Journal of the National Council on Rehabilitation Education*, Vol. 28, Number 4, pp 264 – 290, co-authors Kevin F. Hallock and Xin Jin [DOI: 10.1891/2168-6653.28.4.264](https://doi.org/10.1891/2168-6653.28.4.264), (2014)

“Age, Overtime, and Employee Health, Safety and Productivity Outcomes: A Case Study,” *Journal of Occupational and Environmental Medicine*; 50(8):873-94, co-authors Christopher Woock, Harris Allen, and William Bunn [DOI: 10.1097/JOM.0b013e31818521ec](https://doi.org/10.1097/JOM.0b013e31818521ec) (2008)

“Estimating Poverty in 1939: A Comparison of Orshansky Method and Price Indexed Definitions of Poverty,” *The Review of Economics and Statistics*; LXXIX, (3):406-414, www.mitpressjournals.org/doi/pdf/10.1162/003465300556995 (1997)

“Race and Earnings Poverty, 1939-1959: A Refined Classification and Potential Measurement Bias,” *Essays in Economic and Business History*; XIV (1996), Finalist for the Charles J. Kennedy Award

“At What Cost a Room of Her Own? Factors Contributing to the Feminization of Poverty Among Prime-Aged Women, 1939-1959,” *The Journal of Economic History*; 54(02):342-357, co-author Cecilia Conrad, <http://www.jstor.org/stable/2123917> (1994)

BOOK CHAPTERS

“Engaging Employers as Stakeholders,” Chapter 2 in *Disability and Employer Practices: Research Across the Disciplines*, Susanne Bruyere, editor, ILR Press, https://ecommons.cornell.edu/bitstream/handle/1813/74105/Bruyere_Disability_and_Employer_Practice011.pdf?sequence=1&isAllowed=y, (2016)

“Disability and Employment: Framing the Problem, and Our Transdisciplinary Approach,” Chapter 1 in *Disability and Employer Practices: Research Across the Disciplines*, Susanne Bruyere, editor, ILR Press, co-authors Susanne M. Bruyère, Sara VanLooy, and Sarah von Schrader (2016)

“Translating Knowledge to Practice, and the Way Forward,” Chapter 7 in *Research Across the Disciplines* co-authors Susanne M. Bruyère, Ellice Switzer, Sara VanLooy, and Sarah von Schrader (2016)

“Poverty” invited chapter and supporting tables in *Historical Statistics of the United States: Millennial Edition*, Cambridge University Press, co-author Gordon Fisher, (2006)

“Editor’s Introduction: Native Americans and U.S. Economic History” and “Mississippians and Factor Endowments at First Contact” in *The Other Side of the Frontier: Economic Explorations into Native American History*, Linda Barrington, ed., Westview Press, (1999)

WORKING PAPER SERIES - RESEARCH PAPERS AND BRIEFS

“Criminal Record Inaccuracies and the Impact of a Record Education Intervention on Employment-Related Outcomes - Final report submitted to DOL”, Cornell Criminal Records Panel Survey (CCRPS), Report No. 2020-01, co-authors Martin Wells (co-PI), Erin York Cornwell (co-PI), Esta Bigler, Hassan Enayati, Lars Vilhuber <https://ecommons.cornell.edu/bitstream/handle/1813/103780/DOL%20Final%20Project%20Report%201-2-20.pdf?sequence=3&isAllowed=y>, (January 2020)

“Gender Pay Equity Analytics: A Case Study of a Large Multinational Company,” co-author Kevin Hallock <https://ecommons.cornell.edu/handle/1813/73169> (December 2019) [subsequent version published as: Barrington, L., & Hallock, K. F. (2020). Gender pay equity analytics: A case study of a large multinational company [Electronic version]. *WorldatWork Journal*, 29(1), 80-99]

“The Urban Green Infrastructure Workforce: A Brief on Pay Differentials and Workforce Composition,” *Research Brief*, co-author Hassan Enayati, <https://ecommons.cornell.edu/handle/1813/74251>, (September, 2016)

“Performance-Based Long Term Incentive Compensation and Firm Performance,” *Research Brief*, co-authors Hassan Enayati, and Kevin Hallock, https://archive.ilr.cornell.edu/sites/default/files/Cornell_ICSP_Performance-Based_Long-Term_Incentive_Compensation_and_Firm_Performance.pdf, (August 2016)

“TSR, Executive Compensation, and Firm Performance,” *Research Brief*, co-authors Hassan Enayati, and Kevin Hallock, https://archive.ilr.cornell.edu/sites/default/files/ICS_TSR_Brief_Oct_15.pdf, (October 2015)

“Total Compensation Gaps are Distinct from Wage Gaps,” *Research Brief*, co-authors Kevin Hallock, Xin Jin and Melissa Bjelland, <http://digitalcommons.ilr.cornell.edu/edicollect/1346/>, (2014)

“Workforce Diversity and Productivity”, Economics Program Working Paper Series, The Conference Board, EPWP #01-03, co-author Kenneth R. Troske, <https://ideas.repec.org/p/cnf/wpaper/0102.html>, (2001)

INDUSTRY PUBLICATION COLUMNS

“There Ain’t No Rest for the Wellness Algorithms,” Research for the Real World in *workspan: the magazine of WorldatWork*, (July, 2019)

“Looking for talent in all the right (new) places,” Research for the Real World in *workspan: the magazine of WorldatWork*, (September, 2018)

“This Time Will Be Different: Layoff Lessons Learned,” Research for the Real World in *workspan: the magazine of WorldatWork*, (October, 2017)

“Hierarchy, Bonuses and Narcissism,” Research for the Real World in *workspan: the magazine of WorldatWork*, (October, 2016)

“Age, Total Rewards and Job Change: Why Older Workers’ Pay Declines After Changing Jobs,” Research for the Real World in *workspan: the magazine of WorldatWork*, (March, 2016)

“Spring Warming, Promotions, and Pay,” Research for the Real World in *workspan: the magazine of WorldatWork*, (May, 2015)

“Continuing the Conversation: Occupation, Experience and (For-Men-Only) Parental Leave,” Research for the Real World in *workspan: the magazine of WorldatWork*, (April, 2015)

“Can Compensation Design Issues Be Resolved Better by Having Organizations and Academics Combine Forces?” *WorldatWork Journal*, Vol. 22, No. 2, co-author Kevin F. Hallock, (2013)

“Pay Matters - But Does it Pay Off?,” Blog, *eCornell Growth Factors*, (December 2013)

BUSINESS REPORTS PUBLISHED BY THE CONFERENCE BOARD

Disability in the Workplace in China: Situation Assessment, jointly with the Cornell Yang Tan Institute on Employment and Disabilities, co-authors Anke Schrader and Susanne M. Bruyère, with Charles Mitchell, Yuling Hao, and Minji Xie,

https://ecommons.cornell.edu/bitstream/handle/1813/90124/CC035_12_03_Disability_Workplace_China_Situation_Assess.pdf?sequence=1, (2018)

Leveling the Playing Field: Attracting, Engaging, and Advancing People with Disabilities, co-author Peter Linkow, with Susanne Bruyere, Ivelys Figueroa, and Mary Wright,

<https://ecommons.cornell.edu/handle/1813/90094>, (2010)

Increasing U.S. Business Investment in Postsecondary Credentialing for New Workforce Entrants, co-authors Mary Wright and Christopher Woock with Jon Spector, <https://www.conference-board.org/pdfdownload.cfm?masterProductID=1901>, (2010)

U.S. Salary Increase Budgets Survey, co-author Judit Torok, <https://www.conference-board.org/pdfdownload.cfm?masterProductID=3952>, (2009)

The Conference Board Annual CEO Challenge Survey: Top 10 Challenges, co-authors Chuck Mitchell and team members, <https://www.conference-board.org/pdfdownload.cfm?masterProductID=595> (2006)

<https://www.conference-board.org/pdfdownload.cfm?masterProductID=598> (2008), <https://www.conference-board.org/pdfdownload.cfm?masterProductID=599>, (2010)

Innovation and US Competitiveness: Reevaluating the Contributors to Growth, co-author Bart van Ark, with Gail Fosler and Christopher Woock, <https://www.conference-board.org/pdfdownload.cfm?masterProductID=1911>, (2009)

2007 Report on Top Executive Compensation, co-author Kevin F. Hallock with Lisa Hunter, <https://www.conference-board.org/publications/publicationdetail.cfm?publicationid=1456>, (2008)

Investing in the Future—the Importance of Cross-Sector Partnerships in Improving Workforce Readiness, A-0258-08-EA, coauthor Charles Mitchell, <https://www.conference-board.org/pdfdownload.cfm?masterProductID=1991>, (2008)

Weights and Measures: What Employers Should Know about Obesity, co-author Barbara Rosen, <https://www.conference-board.org/pdfdownload.cfm?masterProductID=4058>, (2008)

Are They Really Ready to Work? Employer Perspectives on New Workforce Entrants, jointly with Corporate Voices for Working Families, Partnership for 21st Century Skills, and Society for Human Resource Management, co-author Jill Casner-Lotto <https://files.eric.ed.gov/fulltext/ED519465.pdf>, (2006)

Looking for Employees in All the Right Places, A-0173-05-EA, co-author June Shelp, (2005)

Emphasis on Developing Leaders - Despite Hard Times Companies View Leadership Development as a Priority, A-0034-02 EA, <https://www.conference-board.org/pdfdownload.cfm?masterProductID=1259> (2002)

Does A Rising Tide Lift All Boats? America's Full-Time Working Poor Reap Limited Gains in New Economy, (2000)

Perspectives on a Global Economy: Are Poor Nations Closing the Gap in Living Standards?, co-authors Robert McGuckin and Bart van Ark, (2000)

BOOK REVIEWS

"People with Disabilities - Sidelined or Mainstreamed? By Lisa Schur, Douglas Kruse, and Peter Blanck," *ILR Review*, Vol. 67, Spring (2014)

"The Fruits of Their Labor: Atlantic Coast Farmworkers and the Making of Migrant Poverty, 1870-1945 By Cindy Hahamovitch." *Journal of Economic History*, June (1998)

"The Limits of Affluence: Welfare in Ontario, 1920-1970 By James Struthers," *The Journal of Economic History*, March (1996)

GRANTS & FUNDED PROJECTS

"Soft Landing on New York's Southern Tier," award from United States Economic Development Administration, Award Amendment: Co-Principal Investigator, \$240,000. (January 13, 2022 - January 12, 2025).

Cornell SC Johnson College of Business Engaged College Initiative Block Grant; Principal Investigator; \$1,040,656 award from Cornell University Office of Engagement Initiatives, 2020-2023

Assessing Compliance with and Awareness of New York City Salary History Ban; Co-Principal Investigator, \$20,000 micro-contract award from the New York City Commission on Gender Equity, 2020

Job Applicants and Employer Use of RAP Sheets: Sizing the 'Garbage Out'; Co-Principal Investigator, \$15,526 award from ILR School Theme Project, 2019

Criminal Record Inaccuracies and the Impact of a Record Education Intervention on Employment-Related Outcomes; Research Collaborator, \$244,603 award from Department of Labor Research and Evaluation Grant # EO-30278-17-60-5-36, 2017-2020

Performance Measure Redundancy in CEO Pay; Co-Principal Investigator, \$30,000 award from Pearl Meyer & Partners, 2018-2019

CEO Pay, Long-term Incentives and Firm Performance; Co-Principal Investigator, \$50,000 award from Pearl Meyer & Partners, 2015-2017

Green Infrastructure Jobs Analysis; Key personnel in \$20,000 subrecipient award from Jobs For the Future, supported by Kresge Foundation Grant and U.S. Forest Service award 14-DG-11132544-096, 2015-2017

Employer Practices Related to Employment Outcomes Among Individuals with Disabilities (RRTC), collaborative institute partner with the Employment and Disabilities Institute of Cornell University and Co-Principal Investigator, \$4 million award from U.S. Department of Education National Institute of Disability and Rehabilitation Research (NIDRR), # H133B100017, 2010-2014

Framing the Business Question: What will compel U.S. Business to Support Efforts to Increase the Numbers of Post-secondary Credentials Among Low-Income 16 to 26 Year Olds?; Co-Principal Investigator, \$380,000 award from The Bill and Melinda Gates Foundation, Post-Secondary Success Initiative, Grant #52770, 2009

Inclusion and Engagement of Maturing Workers in the Corporate and Non-Profit Sectors: A "Business Case"; Co-Principal Investigator, \$2 million award from the Atlantic Philanthropies, Grant #13972, 2005-2009

U.S. Employers, Immigrant-Community Employees, and Pathways to Improving English Language Competency; Principal Investigator, \$68,000 award from the Rockefeller Foundation, Grant #SRC 114, 2007

Working Poor: U.S. Historical Record; Principal Investigator, \$11,000 award, Russell Sage Foundation, Grant #99-00-01, 2001

CORNELL TEACHING CONTRIBUTIONS

NON-DEGREE PROFESSIONAL TRAINING – INSTITUTE FOR COMPENSATION STUDIES

Co-author, eCornell Compensation Studies 4-course Program Certificate 2015
Course Refresh 2022

Guest lecturer, open-enrollment Association of Executive Search and Leadership Consultants 2019

DEGREE PROGRAMS - ILR

Case instructor, ILRHR 5640, Masters Professional Studies, ILR: Strategic HR Management 2017

Guest lecturer, ILRLE 5440, Masters Professional Studies, ILR: Economic of Labor Markets and Workplace Management 2016

Guest lecturer, ILRLR/FGSS 3020 The Gendered Workplace, ILR 2013 – 2017

UNIVERSITY SERVICE

External Education Strategy Council, Cornell University (March 2020 – present)

International Council, Office of the Vice Provost for International Affairs (July 2019 – present)

RTE Faculty Task Force/Working Group (Fall 2022 – present)

Enterprise Engagement (Platform) Steering Committee (August 2019 – December 2023)

Search Committee for Dean of the ILR School (Spring 2019)

Social Sciences Administrative Structures Committee (Fall 2018)

Alternate Cornell Senator to the State University of New York (SUNY) faculty senate (2017 – 2019)

Extension and Outreach Leadership Group to promote collaboration in extension and outreach across the contract colleges (2017 – 2018)

Administrative Support for Social Science Research Group - a peer-group (first convened by Ted O'Donoghue) to identify concerns with and look for opportunities for improved administrative support (2017 – 2018)

Search Committee for Director for Outreach and Programming in the College of Arts and Sciences (Fall 2017)

Provost's Task Force on Cornell Extension to review state of extension and outreach in the four contract colleges at Cornell University. Report delivered to Provost on June 29, 2017. Chaired by Judy Appleton, Vice Provost (2016 – 2017)