

Reed Eaglesham

211 Maple Ave, Ithaca, NY 14850

Cell: +1 607-262-1542 Email: rke28@cornell.edu

Education

Ph.D. in Human Resource **2026 (anticipated)**
Cornell University, School of Industrial and Labor Relations

Master of Science in Human Resource **2022**
Cornell University, School of Industrial and Labor Relations

Bachelor of International Economics **2017**
University of British Columbia, Vancouver School of Economics

Publications

Park, T. Chung, D., Tenhiälä, A., & Eaglesham, R. (*under review*) Title omitted to preserve blind review process.

Eaglesham, R. (*under review*) Title omitted to preserve blind review process.

Park, T., Eaglesham, R., Shaw, J., & Burton, D. (2022). Beyond Productivity: Incentive Effects on Alternative Outcomes. In Buckley, M., Halbesleben, J., & Wheeler, A. R. (Eds), *Research in Personnel and Human Resources Management*. Emerald Publishing Limited

van Jaarsveld, D., Coronel, S., & Eaglesham, R. (2021). The Living Wage Movement in Canada. In T. Dobbins & P. Prowse (Eds.), *The Living Wage: Advancing a Global Movement*. Routledge.

In Progress

Park, T. & Eaglesham, R. Incentives and Rewards: Concepts and Effects

Eaglesham, R., Greer, I., O’Brady, S., & Vidal, M. Social Comparison and Wage Setting Among Low-Wage Workers

Eaglesham, R. Beyond Pay Dispersion: A Method for Measuring Total Reward Dispersion

Practitioner Reports

Eaglesham et al. (2023). A Living Wage for Tompkins County? Report: Tompkins County Living Wage Working Group Feasibility Study. ILR Ithaca Co-Lab

van Jaarsveld, D., Limpricht, I., Peacock, K., Coronel, S., & Eaglesham, R. (in revision). Closing The Gap Between Living Wages and The Minimum Wage in British Columbia. British Columbia Fair Wages Commission.

Grants

- ILR Conference Grant (\$700) December 11, 2023
- ILR Travel Grant (\$800) November 8, 2022
- Benjamin Miller Fellowship (\$2,500) November 29, 2021

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- ILR School MS Thesis Research Assistance Award (\$750)

October 4, 2021

Conference Presentations

Eaglesham, R. Beyond Pay Dispersion: A Method for Measuring Total Reward Dispersion. *5th Human Resource Division International Conference*, The University of Otago; Dunedin, NZ January 2024

Eaglesham, R., Greer, I., O’Brady, S., & Vidal, M. Social Comparison and Wage Setting Among Low-Wage Workers. *5th Human Resource Division International Conference*, The University of Otago; Dunedin, NZ January 2024

Eaglesham, R. When Firm Policies Are Not Enough: The Effects of Public Health Policy on Worker Turnover, *83rd Annual Meeting of the Academy of Management*, Boston, Massachusetts, August 2023

Eaglesham, R. Masking the Retention Problem: The Effects of Mask Mandates on Worker Turnover, *8th Conference of the Regulating for Decent Work Network ILO*, Geneva, Switzerland, July 2023

Eaglesham, R. Incentives and Rewards: Concepts and Effects, *4th Human Resource Division International Conference*, Sun City, South Africa, May/June 2023

Eaglesham, R. Incentives and Rewards: Concepts and Effects, *8th EIASM Reward Management Conference*, Vlerick Business School; Brussels, Belgium, December 2022

Eaglesham, R. A House Divided Can Stand: How and why unit-level sales contests affect short and long-term individual performance, *The 56th Canadian Industrial Relations Association Conference*, Vancouver, Canada, June 2019

Research Experience

Research Assistant (Aug. 2020 – Present): Cornell University – Dr. Tae Youn Park

- Reviewed and analyzed existing research, data cleaning and analysis
- Assisted in theory development, discussing definitions and mechanisms

Research Assistant (March 2019 – Present): UBC Sauder School of Business & Fair Wages Commission of British Columbia – Dr. Danielle van Jaarsveld

- Organized and collected data from meeting minutes across the province of British Columbia (BC) successfully creating the first complete timeline of the living wage movement in BC. Used to inform official provincial report in addition to a Routledge book chapter
- Consulted on survey design for employer data collection in addition to questions for interviews, and focus groups
- Conducted telephone interviews for case studies resulting in a deeper understanding of employer exceptions in our research on the living wage

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- Taught myself R and familiarized myself with national data sources as I collected and analyzed quantitative data from DataBC and Statistics Canada

Research Assistant (Jan. 2019 – March): UBC Sauder School of Business – Dr. Sima Sajjadiani

- Assisted writing national grant application (SSHRC)
- Reviewed papers and wrote literature reviews

Professional Experience

Associate Technical Recruiter, Collabera Canada Inc., Jun. 2018 – Nov. 2018

Residence Coordinator, Student Housing & Hospitality Services, UBC, 2017 – 2018

Professional Affiliations

- Academy of Management HR, OB, & SIM Divisions
- Cornell Ithaca Co-Lab (Fellow)

Professional Service

- Student Community Ambassador – AOM (January, 2024 – Present)
- HR Student Representative – AOM HR Division (August, 2023 – Present)
- HR Student Representative – ILR School (May, 2023 – Present)
- Social Media Editor (February 8, 2021 – Present): ILR Review
- Volunteer (June 5, 2019 – June 7, 2019): 56th Canadian Industrial Relations Association Conference