

## **Reed Eaglesham**

211 Maple Ave, Ithaca, NY 14850

Cell: +1 607-262-1542 Email: [rke28@cornell.edu](mailto:rke28@cornell.edu)

### **Research Statement**

I am primarily interested in understanding how organizations shape inequality through the levers of mobility and compensation policies. A consistent theme throughout my work is a focus on vulnerable workers, whether frontline, immigrant, or low wage. I hope that by studying the antecedents and impacts of decisions made by large actors in the labor market my research could inform evidence-based policies and managerial practices that improve the lives of the communities most affected by inequality.

### **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*) Merit Pay Increases' Effect via Organization-Based Self-Esteem

Eaglesham, R. (*under review*) When Firm Policies Are Not Enough:  
The Effects of Public Health Policy on Worker Turnover

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**

Eaglesham, R. Employment Relationships and the Gender Wage Gap, A Typology

Eaglesham, R. Gendered Mobility Inequality: Who do firms reduce geographic mobility frictions for?

Eaglesham, R. Steppingstone vs Trap: Employment relationship configurations and temporary worker career outcomes

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

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## **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., Limplight, 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 (\$2,000) June 5, 2024
- ILR Conference Grant (\$700) December 11, 2023
- ILR Travel Grant (\$800) November 8, 2022
- Benjamin Miller Fellowship (\$2,500) November 29, 2021
- ILR School MS Thesis Research Assistance Award (\$750) October 4, 2021

## **Conference Presentations**

Eaglesham, R. Steppingstone or Trap: Employment Contracts and Contingent Worker Outcomes. *8<sup>th</sup> EIASM Reward Management Conference*, Vlerick Business School; Brussels, Belgium, December 2024

Park, T., Chung, D., Eaglesham, R., & Tenhiälä, A. Merit Pay Increases' Effect via Organization-Based Self-Esteem. *8<sup>th</sup> EIASM Reward Management Conference*, Vlerick Business School; Brussels, Belgium, December 2024

Eaglesham, R. Beyond Pay Dispersion: A Method for Measuring Total Reward Dispersion. *5<sup>th</sup> 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. *5<sup>th</sup> 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, *83<sup>rd</sup> 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, *4<sup>th</sup> Human Resource Division International Conference*, Sun City, South Africa, May/June 2023

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Eaglesham, R. Incentives and Rewards: Concepts and Effects, *8<sup>th</sup> 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 56<sup>th</sup> Canadian Industrial Relations Association Conference*, Vancouver, Canada, June 2019

**Teaching Experience****Teaching Assistant (Aug. 2023 – May 2024):**

- Taught two sections of ~30 students once a week for four different 7-week courses subjects included: Organizational Behavior (Dr. Vanessa Bohns); Human Resources (Dr. Brad Bell); Sociology of Labor (Dr. Eli Friedman); Macro Organizational Behavior (Dr. Ben Rissing)
- Graded ~960 papers over the four courses
- Held regular office hours and fielded all student questions

**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 & Careers 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 – June 31, 2024): ILR Review
- Volunteer (June 5, 2019 – June 7, 2019): 56<sup>th</sup> Canadian Industrial Relations Association Conference