

# Reed Eaglesham

Human Resources  
Cornell University, ILR School  
309 Ives Hall, Ithaca, NY 14853

reedeaglesham.com  
rke28@cornell.edu  
+1 607-262-1542

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## RESEARCH INTERESTS

Compensation, Inequality, Worker Mobility, Migration, Public Policy, Employment Structures

## EDUCATION

- May 2026 **Cornell University, Industrial Labor Relations School**  
Ph.D. Candidate in Human Resources  
Committee: Tae Youn Park (Co-Chair, SKKU University), Alexander Kowalski (Co-Chair), Ben Rissing, Shannon Gleeson  
Dissertation: “External Constraints, Internal Consequences: How Intermediaries, the State, and Firms Shape Organizational Employment Decisions”
- 2026 **Yale University, School of Management**  
Visiting Researcher
- 2022 **Cornell University, Industrial Labor Relations School**  
Master of Science in Human Resource
- 2019 **University of British Columbia, Vancouver School of Economics**  
Bachelor of International Economics

## PUBLICATIONS

### Peer-Reviewed Publications

- 2022 Park, T., **Eaglesham, R.**, Shaw, J., and Burton, D. Beyond Productivity: Incentive Effects on Alternative Outcomes. In Buckley, M., Halbesleben, J., and Wheeler, A. R. (Eds), *Research in Personnel and Human Resources Management.*, Emerald Publishing Limited
- 2021 van Jaarsveld, D., Coronel, S., and **Eaglesham, R.** The Living Wage Movement in Canada. In T. Dobbins and P. Prowse (Eds.), *The Living Wage: Advancing a Global Movement.* Routledge.

### Manuscripts Under Review

- 2025 Park, T. Chung, D., Tenhiälä, A., and **Eaglesham, R.** Merit Pay Increases’ Effect via Organization-Based Self-Esteem. **Third-round of revision at *Journal of Applied Psychology.***

### Working Papers

**Eaglesham, R.** Should They Stay or Should They Go Now? Employment Relationship Configurations and Firm Permanency Decisions for Immigrant Workers. (*Preparing for Submission*). Target: *Organization Science*

Briscoe, R., Burton, D., **Eaglesham, R.** Losing the Forest for the Trees: The Benefits of Studying Health Systems. (*Under Review*).

**Eaglesham, R.** Gaming the Lottery: A Study of Institutional Toying and Gendered Migration. (*Data Analysis*). Target: *Organization Science*

**Eaglesham, R.** When Firm Policies Are Not Enough: The Effects of Public Health Policy on Essential Frontline Worker Turnover. (*Preparing for Submission*). Target: *British Journal of Industrial Relations*

**Eaglesham, R.**, Greer, I., O’Brady, S., and Vidal, M. Social Comparison and Wage Setting Among Low-Wage Workers. (*Data Analysis*). Target: *Human Relations*

**Eaglesham, R.**, Employment Relationship Configurations and the Gender Wage Gap, A Typology (*Theory Building*). Target: *Academy of Management Journal*

### **Practitioner Reports**

- 2023 **Eaglesham** et al. A Living Wage for Tompkins County? Report: Tompkins County Living Wage Working Group Feasibility Study. ILR Ithaca Co-Lab
- 2023 van Jaarsveld, D., Limpright, I., Peacock, K., Coronel, S., and **Eaglesham, R.** Closing The Gap Between Living Wages and The Minimum Wage in British Columbia. British Columbia Fair Wages Commission.

### **AWARDS**

- 2025 Outstanding Reviewer Award, Careers Division AOM Annual Meeting

### **GRANTS**

- 2024 ILR Conference Grant (\$2,000)
- 2023 ILR Conference Grant (\$700)
- 2022 ILR Travel Grant (\$800)
- 2021 Benjamin Miller Fellowship (\$2,500)
- 2021 ILR School MS Thesis Research Assistance Award (\$750)

### **PRESENTATIONS**

Eaglesham, R. Steppingstone or Trap: Employment Relationship Configurations and Temporary Worker Career Outcomes, AOM, Copenhagen; Denmark, July 2025

Eaglesham, R. Steppingstone or Trap: Employment Relationship Configurations and Temporary Worker Career Outcomes, EURAM, Florence; Italy, June 2025

Eaglesham, R. Steppingstone or Trap: Employment Relationship Configurations and Temporary Worker Career Outcomes, Migration and Organizations Conference, New York City; New York, May 2025

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

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

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., and 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 CIRA Conference, Vancouver, Canada, June 2019

### **INVITED WORKSHOPS**

Organization Science Paper Workshop - 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark, July 2025

OMT Division PhD Consortium - 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark, July 2025

PhD Consortium - Migration and Organizations Conference, New York City, New York, May 2025

HR Division Late Stage PhD Consortium - 84th Annual Meeting of the Academy of Management, Chicago, Illinois, August 2024

HR Division Mid-Stage PhD Consortium - 83rd Annual Meeting of the Academy of Management, Boston, Massachusetts, August 2023

### **TEACHING**

Teaching Assistant	Sociology of Organizations (Macro OB), Instructor: Dr. Ben Rissing, Evaluation: 4.9/5.0	Spr 2024
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Teaching Assistant	Sociology of Work and Labor (Labor Studies), Instructor: Dr. Eli Friedman, Evaluation: 4.9/5.0	Spr 2024
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Teaching Assistant	Psychology of Work II: Applications (HR), Instructor: Dr. Brad Bell, Evaluation: 4.6/5.0	Fall 2023
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Teaching Assistant	Psychology of Work I: Theories (Micro OB), Instructor: Dr. Vanessa Bohns, Evaluation: 4.7/5.0	Fall 2023
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### **PROFESSIONAL SERVICE**

#### **Volunteering**

2024 - Present	Student Community Ambassador, Communications Chair – AOM
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2023 - Present	HR Student Representative – AOM HR Division
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2023 - 2024	HR Student Representative – Cornell, ILR School
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2021 - 2024	Social Media Editor, ILR Review
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2019	Volunteer, 56th Canadian Industrial Relations Association Conference
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#### **Reviewing**

2023 - Present	Academy of Management (AOM) Annual Meeting
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2025	Invited Reviewer, HRMIC Kenya
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2025	European Academy of Management (EURAM)
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### **PROFESSIONAL AFFILIATIONS**

Academy of Management (AOM), European Academy of Management (EURAM), AOM HR Division, AOM Careers Division, AOM OMT Division, Cornell Ithaca Co-Lab (Fellow), Cornell Migration Lab (Member), Institute for Compensation Studies (Associate)

**WORK EXPERIENCE**

2022 - 2023

Volunteer Emergency Medical Technician, Varna Fire Department

2019 - 2020

Research Assistant, University of British Columbia

Jun. 2018 - Dec. 2018

Associate Technical Recruiter, Collabera Canada Inc.