

Rutgers University
School of Management and Labor Relations

Proseminar in Industrial Relations and Human Resources
 16:545:610 (1 credit)

Professor Yana Rodgers
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Fall 2023: Janice Levin Building Rm. 106; intermittent Tuesdays 11:00am-1:00pm

Spring 2024: Janice Levin Building Rm. 106; intermittent Tuesdays time TBD

Objective: The Proseminar is designed to help PhD students advance their careers. It consists of presentations by SMLR faculty, outside scholars, and Ph.D. students. Some of the discussions will focus on research (e.g. by new faculty members at SMLR, by PhD students on the job market, and by students enrolled in the seminar), and other discussions will focus on professional development (e.g. submitting papers to conferences, how to be a good reviewer, job market strategies, postdoc opportunities).

Expectations: All registered students are expected to attend every meeting. Every student will present a research idea, proposal, or project. Returning students should plan to present in the fall semester, and new students should plan to present in the spring semester. We will schedule specific presentation dates at the beginning of each semester.

During the final session of the spring semester, be prepared to present and discuss:

- Your main takeaway regarding the craft of research. This should be one thing you learned or discovered that you will carry with you as you proceed in your academic career.
- One research question you have generated during the seminar that could become part of your research focus. Please explain why you are interested in it.

You do not need to prepare slides, but if you do please limit your presentation to two slides only.

Fall 2023:

Date	Part 1 (11:00am-12 noon)	Part 2 (12 noon – 1:00pm)	Mtg
9/5/2023	Paula Voos, Professor & Director of Undergraduate Programs, LSER. “Effective Pedagogy and Teaching Strategies.”	Yana Rodgers: Introductions and planning.	1
9/26/2023			2
10/17/2023			3
10/24/2023	Julie Peters, Director, Carey Library. “What is Information Literacy?”		4
11/7/2023	Jie (Jasmine) Feng, Associate Professor HRM. “A career perspective of entrepreneurship.”		5

11/14/2023	Rebecca Givan, Associate Professor, LSER.		6
11/28/2023	Glenda Gracia-Rivera, CWW Director of Professional Development and Training. "Systemic Approaches to Equity in Education."		7

Spring 2024:

Date	Speaker/Topic 1	Speaker/Topic 2	Mtg
1/16/2024			1
1/30/2024			2
2/13/2024			3
2/27/2024			4
3/19/2024			5
4/2/2024			6
4/16/2024		Discussion of take-aways (see expectation above).	7

Selected Topics and Suggested Readings:

1. What have you gotten yourself into?

Harley, B. (2019). Confronting the crisis of confidence in management studies: Why senior scholars need to stop setting a bad example. *Academy of Management Learning & Education, 18*(2), 286-297.

Lee, T. L., & Tapia, M. (2021). Confronting race and other social identity erasures: the case for critical industrial relations theory. *ILR Review, 74*(3), 637-662.

Staw, B.M. (2016). Stumbling toward a social psychology of organizations: An autobiographical look at the direction of organizational research. *Annual Review of Organizational Psychology and Organizational Behavior, 3*, 1-19.

2: Diversity, Equity, and Inclusion in Academia

Miller, T. L., Wesley, C. L., Bell, M. P., & Avery, D. R. (2021). Hold the torch: Shining a light on the lives of black management faculty. *Journal of Management, 47*(2), 351-367.

Bayer, Amanda, Şebnem Kalemli-Özcan, Rohini Pande, Cecilia Elena Rouse, Anthony A. Smith Jr., Juan Carlos Suárez Serrato, and David W. Wilcox. 2019. Best Practices for Economists: Building a More Diverse, Inclusive, and Productive Profession. American Economic Association.

<https://www.aeaweb.org/resources/best-practices>

3. How to (really) read a research paper

Purugganan, M. & Hewitt, J. How to read a scientific article.
www.owl.net.rice.edu/~cainproj/courses/HowToReadSciArticle.pdf

Keshav, S. How to read a paper.
<https://web.stanford.edu/class/ee384m/Handouts/HowtoReadPaper.pdf>

Raff, J. (2013). How to read and understand a scientific paper: a guide for non-scientists.
<https://blogs.lse.ac.uk/impactofsocialsciences/2016/05/09/how-to-read-and-understand-a-scientific-paper-a-guide-for-non-scientists/>

4. Understanding the literature

Alvesson, M., & Sandberg, J. (2020). The problematizing review: A counterpoint to Elsbach and Van Knippenberg's argument for integrative reviews. *Journal of Management Studies*, 57(6), 1290-1304.

Elsbach, K. D., & van Knippenberg, D. (2020). Creating high-impact literature reviews: An argument for 'integrative reviews.' *Journal of Management Studies*, 57(6), 1277-1289.

Andreeva, T. Do you really want to publish your literature review? Advice for PhD students.
<https://harzing.com/blog/2021/06/do-you-really-want-to-publish-your-literature-review-advice-for-phd-students>

5. What makes a great paper?

Ashford, S. J. (2013). Having scholarly impact: The art of hitting academic home runs. *Academy of Management Learning & Education*, 12, 623-633.

Grant, A. M., & Pollock, T. G. (2011). Setting the hook. *Academy of Management Journal*, 54, 873-879.

Sparrowe, R. T., & Mayer, K. J. (2011). Grounding hypotheses. *Academy of Management Journal*, 54, 1098-1102.

6. Publishing where? Understanding the journals landscape

Rockmann, K., Bunderson, S. J., Leana, C. R., Hibbert, P., Tihanyi, L., Phan, P. H., et al. (2021). Publishing in the Academy of Management journals. *Academy of Management Review*, 46(3), 421-430.

7. How to frame and write a paper

Zuckerman, E. Tips to article writers.
<https://mitsloan.mit.edu/shared/ods/documents?PublicationDocumentID=7627>

McPhee, J. (2013, April 29). Draft #4. *The New Yorker*. Retrieved from <https://www.newyorker.com/magazine/2013/04/29/draft-no-4>

Mensh, B., & Kording, K. (2017). Ten simple rules for structuring papers. *PLoS Computational Biology*, 13(9), e1005619.

McCloskey, D. (1985). Economical writing. *Economic Inquiry*, 23(2), 187-222.

8. Research methods

Anteby, M., & Bechky, B. A. (2016). Book Review: Editorial Essay: How Workplace Ethnographies Can Inform the Study of Work and Employment Relations. *ILR Review*, 69(2), 501-505.

Edmondson, A. C., & McManus, S. E. (2007). Methodological fit in management field research. *Academy of Management Review*, 32(4), 1246-1264. <https://doi.org/10.5465/amr.2007.26586086>

Gibson, C. B. (2017). Elaboration, generalization, triangulation, and interpretation: On enhancing the value of mixed method research. *Organizational Research Methods*, 20(2), 193-223. <https://journals.sagepub.com/doi/full/10.1177/1094428116639133>

9. Grit: Dealing with setbacks

Duckworth, A. L., Peterson, C., Matthews, M. D., & Kelly, D. R. (2007). Grit: Perseverance and passion for long-term goals. *Journal of Personality and Social Psychology*, 92(6), 1087–1101. <https://doi.org/10.1037/0022-3514.92.6.1087>

10. Ethics in research

Hideg, I., DeCelles, K. A., & Tihanyi, L. (2020). From the editors: Publishing practical and responsible research in AMJ. *Academy of Management Journal*, 63(6), 1681-1686.

Nosek, B. A., Alter, G., Banks, G. C., Borsboom, D., Bowman, S. D., Breckler, S. J., et al. (2015). Promoting an open research culture: Author guidelines for journals could help to promote transparency, openness, and reproducibility. *Science*, 348(6242), 1422-1425.

Gelman, Andrew (2017). Beyond “power pose”: Using replication failures and a better understanding of data collection and analysis to do better science. Blog post. <https://statmodeling.stat.columbia.edu/2017/10/18/beyond-power-pose-using-replication-failures-better-understanding-data-collection-analysis-better-science/>

11. Non-academic jobs

Jobs for Economists Webinar Series (2020). This four-part series is on jobs options outside academia.

<https://www.aeaweb.org/about-aea/committees/cswep/programs/resources/webinars/jobs-for-economists>

12. Career development

Blau, F. D., Currie, J. M., Croson, R. T. A., & Ginther, D. K. (2010). Can mentoring help female assistant professors? Interim results from a randomized trial. *American Economic Review*, *100*(2), 348-352.