MEMORANDUM

June 20, 2019

TO: Members of the Board of Trustees

FROM: Kristina M. Johnson, Chancellor

SUBJECT: Appointment of Dr. Alexander J. S. Colvin as Dean of the New York State School of Industrial and Labor Relations at Cornell University

Action Requested

The proposed resolution approves the appointment of Dr. Alexander J.S. Colvin as Dean of the New York State School of Industrial and Labor Relations at Cornell University.

Resolution

I recommend that the Board of Trustees adopt the following resolution:

Whereas pursuant to New York State Education Law §355(1)(e), the appointment of the head of each statutory or contract college (including the New York State School of Industrial and Labor Relations at Cornell University) by the governing body of each such institution requires the approval of the State University of New York Board of Trustees; now, therefore, be it

Resolved that Dr. Alexander J.S. Colvin be, and hereby is, appointed Dean of the New York State School of Industrial and Labor Relations at Cornell University at an annual state salary of $200,000, effective immediately.

Background

On June 6, 2016, the Cornell University Board of Trustees approved the appointment of Dr. Alexander Colvin as Dean of the New York State School of
Industrial and Labor Relations at Cornell University (“ILR School”). Dr. Colvin has been employed at the ILR School since 2008 and currently serves as Interim Dean of the ILR School. His appointment as Interim Dean was approved by the State University of New York Board of Trustees in October 2018. He previously served as Associate Dean for Academic Affairs, Diversity, and Faculty Development and as the Martin F. Scheinman Professor of Conflict Resolution at the ILR School. He has also served as an associate member of the Cornell University law faculty. Previously, he served as an Associate Professor, Professor and Chair of the Department of Labor Relations, Law and History at the ILR School. Dr. Colvin also spent nine years as an Assistant and Associate Professor in the Department of Labor Studies and Employment/Industrial Relations at The Pennsylvania State University.

Dr. Colvin’s research and teaching focuses on employment dispute resolution, with a particular emphasis on procedures in nonunion workplaces and the impact of the legal environment on organizations. His current research projects include empirical investigations of employment arbitration and a cross-national study of labor and employment law change in the Anglo-American countries. He has authored or co-authored many articles in such journals as Industrial & Labor Relations Review, Industrial Relations, British Journal of Industrial Relations, Personnel Psychology, Relations Industrielles, the Ohio State Journal on Dispute Resolution, and the Cornell Journal of Law & Public Policy. He also is a co-author (with Harry C. Katz and Thomas A. Kochan) of the textbook entitled An Introduction to Collective Bargaining and Industrial Relations, 4th edition (Irwin-McGraw-Hill).

Dr. Colvin received a Ph.D. in 1999 from the ILR School, an M.I.R. in 1995 from the Centre for Industrial Relations at the University of Toronto, a J.D. in 1992 from the University of Toronto and a B.Sc. in 1989 from the University of Toronto.

A copy of Dr. Colvin’s curriculum vitae is attached.
June 6, 2019

Dr. Kristina M. Johnson  
Chancellor  
The State University of New York  
State University Plaza  
353 Broadway  
Albany, NY 12246-0001

Dear Kristina:

I am very pleased that Dr. Alexander J. Colvin has accepted our offer of the deanship of the Cornell School of Industrial and Labor Relations. The Executive Committee of our Board of Trustees acted on the appointment on June 6, 2019, and we hope that the SUNY Board will ratify the appointment at their next meeting.

Alexander Colvin, who has been serving as interim dean since last fall, emerged as the lead candidate following a highly-competitive international search. He is doing a terrific job as the interim dean, and he has strong support from the ILR and wider university community.

I am enclosing a copy of his curriculum vitae as well as a copy of the resolution presented to the Executive Committee of the Cornell Board of Trustees. Dr. Colvin will receive $200,000 as the state-funded portion of his salary. Vice Provost Katherine McComas will be taking the lead to schedule the appropriate meetings for Professor Colvin with you and the leadership of SUNY and will be in touch with your office.

Sincerely,

Michael I. Kotlikoff, V.M.D., Ph.D.  
Provost

cc: Tod A. Laursen  
Elizabeth L. Bringsjord  
Katherine A. McComas
ELECTION OF THE KENNETH F. KAHN DEAN OF THE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS (Kotlikoff): The President and Provost RECOMMEND that Alexander J. S. Colvin, Interim Dean and Professor of the School of Industrial and Labor Relations, be elected as the Kenneth F. Kahn Dean of the School of Industrial and Labor Relations, for a five-year term, effective July 1, 2019 through June 30, 2024, and the Martin F. Scheinman Professor of Conflict Resolution for an indefinite period. Provost Kotlikoff anticipates that the SUNY Board will ratify this appointment at their next meeting. Professor Colvin would succeed Kevin Hallock, who became the Dean of the SC Johnson College of Business in December 2018.

Alex Colvin Ph.D. ’99 has been Interim Dean since December 2018. He received a Bachelor of Science in 1989, a J.D. in 1992, and Masters of Industrial Relations in 1995 from the University of Toronto, and a Ph.D. from Cornell University in 1999 in the School of Industrial and Labor Relations. He began his career at Pennsylvania State University in 1999 as an assistant professor in the Department of Labor Studies and Industrial Relations, then became an associate professor in 2005 in the Department of Labor Studies and Employment Relations. In 2008, Professor Colvin came to Cornell’s School of Industrial and Labor Relations as an Associate Professor of Labor Relations, Law, and History, and of International and Comparative Labor, and received tenure from Cornell in 2012. He has also served as Chair of the Department of Labor Relations, Law, and History from 2009-2013 and as Associate Dean for Academic Affairs, Diversity and Faculty Development within the School. Professor Colvin has co-authored several books, including most recently “The Routledge Companion to Employment Relations” as well as written numerous articles relative to the world of work. Professor Colvin was also the recipient of the Industrial Relations Research Association (IRRA) Outstanding Young Scholar Award (2003) and Best Dissertation Award (2000).
Curriculum Vitae
Alexander J.S. Colvin

ACADEMIC EMPLOYMENT

2018-present: Interim Dean, ILR School, Cornell University

2016-2018: Associate Dean for Academic Affairs, Diversity, and Faculty Development, ILR School, Cornell University

2013-present: Martin F. Scheinman Professor of Conflict Resolution, ILR School, Cornell University and Associate Member of the Cornell Law Faculty.

2011-2016: Associate Editor, Industrial and Labor Relations Review.

2009-2013: Chair, Department of Labor Relations, Law, and History, ILR School, Cornell University.

2012-present: Professor of Labor Relations, Law, and History and of International and Comparative Labor, ILR School, Cornell University.

2008-2012: Associate Professor of Labor Relations, Law, and History, and of International and Comparative Labor, ILR School, Cornell University.


1999-2005: Assistant Professor, Department of Labor Studies and Industrial Relations, The Pennsylvania State University.

EDUCATION


M.I.R., 1995 Centre for Industrial Relations, University of Toronto, Toronto, Ontario, Canada.

J.D., 1992 Faculty of Law, University of Toronto, Toronto, Ontario, Canada.

B.Sc., 1989 Department of Physics, University of Toronto, Toronto, Ontario, Canada.
MAJOR AWARDS

Industrial Relations Research Association (IRRA) Outstanding Young Scholar Award, 2003.

Industrial Relations Research Association (IRRA) Best Dissertation Award, 2000.

RESEARCH AREAS OF INTEREST

My research has primarily focused on employment dispute resolution, with a particular emphasis on the adoption, use and impact of dispute resolution procedures in nonunion workplaces. I have a strong interest in the relationship between the legal environment and employment relations in organizations. I use a range of methods in my research including: organizational level surveys; case studies; industry studies; comparative cross-national research; and empirical legal research methods. Additional areas that I have examined in my research include: employee turnover; manager-work pay differences; and employee-organization alignment.

BOOKS


JOURNAL ARTICLES

(* signifies equal authorship)


*Budd, John W., Alexander J.S. Colvin, and Dionne Pohler. Forthcoming. “Advancing Dispute
Resolution by Unpacking the Sources of Conflict: Toward an Integrated Framework.” *ILR Review.*


Law International.


**BOOK CHAPTERS, RESEARCH REPORTS, AND OTHER PUBLICATIONS**


CONFERENCE PRESENTATIONS and BOOK REVIEWS


“Individual Employment Rights Conflict in the Workplace.” University of Toronto, Toronto, Canada, January 2015.


“Across Legal Borders: Cross-National Convergence and Divergence in Labour Law.” Keynote address, Canadian Industrial Relations Association (CIRA) annual meetings, St. Catherine’s, ON, Canada, May 2014.


“Conflict and Employment Relations in the Individual Rights Era.” Keynote address, Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ), Melbourne, Australia, February 2014.


“A Canada-United States Comparative Perspective on Dispute Resolution in Employment” 54th


B “Predictors of Aggregate Quit Rates: HR Practices, Unions, and Dispute Resolution Procedures.” 52nd Industrial Relations Research Association meetings, Boston, MA, U.S.A.

“The Development of Employment Dispute Resolution Systems in the Nonunion Workplace.” Canadian Industrial Relations Association Annual Meetings, University of Ottawa, Ottawa, ON, Canada.


“Rethinking Bargaining Unit Determination.” Presented at the 5th Bargaining Group Conference, University of Minnesota, Minneapolis, MN, USA.

COURSES TAUGHT

Cornell University (2008-present)

ILRLR 2040: Introduction to Conflict Resolution and Negotiation – SP16, SP17, SP18
ILRLR 2050: Collective Bargaining – SP09, FA09, SP12, FA12, FA13
ILRIC 2350: Labor in the Global Economy – FA14, SP16
ILRLR 5010: Labor and Employment Law – SP13, SP16
ILRLR 5040: Collective Bargaining – SP15 (w/H. Katz)
ILRLR 6012: Managing and Resolving Conflict – SP09, SP11, FA11, SP13
ILRIC 6333: Comparative Labor and Employment Law – SP10, FA10, FA13, SP15, FA15
ILRLR 7070: Seminar on Dispute Resolution – FA08, SP11, FA13
ILRLR 7090: Labor and Employment Law Policy Seminar – SP12
ILRLR 7570: Introduction to Social Science Research – FA17
LAW 6113: Arbitration Law, Policy and Practice – SP15

Penn State University (1999-2008)
Undergraduate:
  Industrial Relations
  Employment Law
  Alternative Dispute Resolution
  The Workplace of the 21st Century (Freshman seminar)

Graduate:
  Industrial Relations
  Employment and Labor Law
  Human Resource Management
  Research Methods (quantitative)

PROFESSIONAL and UNIVERSITY SERVICE

Cornell University:

2018-19 Co-Chair, Social Sciences Administrative Structures Committee
2017-18 Member, Provost’s Task Force on Diversifying the Faculty
2015-16 Co-Chair, ILR Strategic Planning Committee
2014 Member, ILR Dean Search Committee
2013-2015 Member Faculty Advisory Committee on Tenure Appointments (FACTA)
2011-18 Member, University Financial Conflicts of Interest (fCOI) committee.
2009-13 Chair, Department of Collective Bargaining, Labor Law, and Labor History
2010-11 Co-Chair, Committee to Review the ILR Review
2009 Member, ILR Student Services Task Force

Penn State University:

2002-07 Undergraduate Program Officer, Department of Labor Studies and Industrial Relations, Pennsylvania State University
2000-02 Undergraduate Committee member, Department of Labor Studies and Industrial Relations, Pennsylvania State University
1999-2000 & 2002-07 Graduate Committee member, Department of Labor Studies and Industrial Relations, Pennsylvania State University
2001 & 2004 Strategic Planning Committee member, Department of Labor Studies and Industrial Relations, Pennsylvania State University

Professional Service:

2013-16 Labor and Employment Relations Association Board Member.
2010-12 Nominating Committee member, Labor and Employment Relations Association.
2010-19 Awards Committee member, Labor and Employment Relations Association.
2003-07 Finance and Membership Committee member, Labor and Employment Relations Association.
PROFESSIONAL AFFILIATIONS

Labor and Employment Relations Association
Canadian Industrial Relations Association
Academy of Management