

## DUANYI YANG

362 Ives Hall Faculty Wing, ILR School, Ithaca, NY 14853  
+1 714.271.1415 | dy338@cornell.edu

### ACADEMIC POSITION

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#### **Cornell University, School of Industrial and Labor Relations**

Assistant Professor, Department of Labor Relations, Law, and History, 2020-present

### EDUCATION

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#### **Massachusetts Institute of Technology, Cambridge, MA**

Ph.D, Management, 2020

#### **University of Minnesota, Minneapolis, MN**

M.P.P, Public Policy, 2014

B.S., Economics, graduated with honors and distinction, 2012

### PEER-REVIEWED ARTICLES

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**Yang, D.** (2020). Why Don't They Complain? The Social Determinants of Chinese Migrant Workers' Grievance Behavior. *Industrial and Labor Relations Review*. 73 (2), 366-392.

Kochan, T. A., Riordan, C. A., Kowalski, A. M., Khan, M., & **Yang, D.** (2019). The Changing Nature of Employee and Labor-Management Relationships. *Annual Review of Organizational Psychology and Organizational Behavior*, 6, 195-219.

Kochan, T. A., **Yang, D.**, Kimball, W. T., & Kelly, E. L. (2019). Worker Voice in America: Is There a Gap between What Workers Expect and What They Experience? *Industrial and Labor Relations Review*, 72(1), 3-38.

Media: The Washington Post, The Conversation, PBS, Vox, MIT Sloan Newsroom

Amengual, M., Coslovsky, S., & **Yang, D.** (2017). Who opposes labor regulation? Explaining variation in employers' opinions. *Regulation & Governance*, 11(4), 404-421.

### WORKING PAPERS

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(\* denotes equal authorship).

Distelhorst, G.\*, Stroehle J.\*, and **Yang, D.**\* Certifiably Responsible? Self-Regulation of Corporate Responsibility and Market Response in China. *R & R. Management Science*

**Yang, D.** Do Flexible Working Time Arrangements Reduce Worker Turnover? Evidence from Linked Employer-Employee Data from Germany. Draft available upon request.

**Yang, D.** Kelly, E. L., L. Kubzansky, and L. Berkman. Working from Home and Worker Wellbeing: New Evidence from Germany. Draft available upon request.

**Yang, D.**,\* Conzon, V.,\* Park, D. and Kelly, E. L.. The Gendered Consequences of Flexible Work

Policies. Revising manuscript.

## **ACADEMIC PRESENTATIONS**

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### **“The Gendered Consequences of Flexible Work Policies”**

American Sociological Association Annual Meeting. Zoom. Scheduled 2021

People and Organizations Conference. The Wharton School. Philadelphia, PA Scheduled 2021.

LERA/ASSA Winter Conference. Boston, MA. Scheduled 2022

### **“Working from Home and Worker Wellbeing: New Evidence from Germany.”**

APPAM 43<sup>rd</sup> Fall Research Conference. Austin, Texas. Scheduled 2021.

Work-Family Researchers Network (WFRN) Virtual Conference. Zoom 2021

Labor and Employment Relations Association (LERA) Annual Meeting. Zoom. 2020

MIT Sloan Institute for Work and Employment Seminar. Zoom. 2020

### **“Do Flexible Working Time Arrangements Reduce Worker Turnover? Evidence from Linked Employer-Employee Data from Germany.”**

Cornell University, ILRLR/ICL workshop. Zoom 2021

Work-Family Researchers Network (WFRN) Virtual Conference. 2020.

American Sociological Association Annual Meeting. Zoom. 2020

Penn State University, School of Labor and Employment Relations. State College, PA. 2019

Michigan State University, School of Human Resources and Labor Relations. East Lansing, MI. 2019

Labor and Employment Relations Association Annual Meeting. Cleveland, MA. 2019

WZB Berlin Social Science Center. Berlin, Germany. 2019

MIT Sloan Institute for Work and Employment Seminar. Cambridge, MA. 2019

### **“Certifiably Responsible? Self-Regulation of Corporate Responsibility and Market Response in China.”**

International Studies Association Annual Convention. Las Vegas, NV. 2021

MIT Sloan Institute for Work and Employment Seminar. Cambridge, MA. 2020

International Political Economy Society (IPES) Conference, Cambridge, MA. 2018

Labor and Employment Relations Association Annual Meeting. Baltimore, MD. 2018

Copenhagen Business School. Copenhagen, Denmark. 2018

ESADE Business School Seminar. Barcelona, Spain. 2018

### **“Worker Voice in America: Is There a Gap between What Workers Expect and What They Experience?”**

American Sociological Association Annual Meeting. Philadelphia, PA. 2018.

International Industrial Relations Association World Congress. Seoul, South Korea. 2018

Labor and Employment Relations Association Annual Meeting. Baltimore, MD. 2018.

Michigan State University. School of Human Resources and Labor Relations. East Lansing, MI 2018

MIT Sloan Institute for Work and Employment Seminar. Cambridge, MA. 2017.

### **“Why Don't They Complain? The Social Determinants of Chinese Migrant Workers' Grievance Behavior”**

Cornell University, ILR School. 2019

Labor and Employment Relations Association. Baltimore, MD. 2018

Conflict and Its Resolution in the Changing World of Work: A Conference Honoring David B. Lipsky

Cornell University, Ithaca, NY. 2017

Labor and Employment Relations Association Annual Meeting. Anaheim, CA. 201

MIT Sloan Institute for Work and Employment Seminar, Cambridge, MA. 2016  
School of Labor and Human Resources, Renmin University. Beijing, China. 2016

**“Who Opposes Labor Regulation? Explaining Variation in Employers’ Opinions.”**

Labor and Employment Relations Association Annual Meeting. Best Papers. Anaheim, CA. 2017  
SASE Annual Meeting. Berkeley, CA. 2016

**“Does Rural Residence Explain the Han-Minority Income Disparities?”**

APPAM 39<sup>th</sup> Annual Fall Research Conference. Chicago, IL. 2017

**“One Relationship to Rule them all: What an Employment Relations Perspective Means for Relationships at Work.”**

MIT Sloan Institute for Work and Employment Seminar. Cambridge, MA. 2016.

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## TEACHING

### **ILRLR 2050: Labor Relations**

Cornell University, Spring 2021-Present  
Student evaluation score: 4.7/5 (Spring 2021)

### **Kaufman Teaching Certificate Program**

MIT Teaching + Learning Lab, Spring 2019

### **15.310: People, Teams and Organizations**

Section Instructor. MIT Sloan Undergraduate/Graduate, Fall 2018  
Student evaluation score: 6.8/7  
Lecture Instructor: Prof. John S. Carroll.

### **15.662x: Shaping Work for the Future**

Teaching Assistant for Prof. Thomas A. Kochan, Spring 2018  
MITx Online Course, Open Course

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## PROFESSIONAL MEMBERSHIPS

American Sociological Association (ASA)

Sections: Organizations Occupation and Work (OOW); Labor and Labor Movements (LLM)

International Labour and Employment Relations Association (ILERA)

Labor and Employment Relation Association (LERA)

Work and Family Researchers Network (WFRN)

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## ACADEMIC ACTIVITIES AND SERVICE

Peer reviewer of manuscripts

- *Industrial and Labor Relations Review*
- *Work and Occupations*
- *Organization Science*

Conference session chair/organizer

- LERA 73<sup>st</sup> Annual Meeting session chair. “LERA Best Papers IV: Gender.” Zoom 2021.

- American Sociological Association Organizations, Occupations, and Work Section roundtable president. “Work Schedules, Careers, and Organizations”. 2020
- LERA 71<sup>st</sup> Annual Meeting session chair. “IR Dimensions of High-Performance Work Systems: New International Evidence.” Cleveland, OH. 2019

Conference program committee and reviewers

- LERA 73th Annual Meeting competitive papers reviewer, 2021
- LERA program committee. 2018-2020
- Co-chair for the LERA annual PhD student consortium. 2018

Visiting Positions

- WZB Berlin Social Science Center. 2019
- Chinese Academy of Social Science. 2013

**SELECTED HONORS AND AWARDS**

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MIT Sloan Doctoral Fellowship

Humphrey School Full Tuition Scholarship

Stassen International Grant, Humphrey School of Public Affairs

Graduate and Professional Student Assembly Scholarly Travel Grants, University of Minnesota

College of Liberal Arts' Waller Scholarship, University of Minnesota