

PHOEBE STROM
School of Industrial & Labor Relations (ILR)
Cornell University
Ithaca, New York 14850
Phone: (701) 200-6116
Email: ps883@cornell.edu

EDUCATION

Cornell University

PhD in Industrial & Labor Relations

expected Spring 2021

Cornell University

MS in Industrial & Labor Relations

Fall 2018

Rhodes College

BA in History *summa cum laude* & Phi Beta Kappa w/Honors Thesis

Spring 2014

BOOK CHAPTERS & REVIEWS

Avgar, A., Owens, S. & **Strom, P.** (In press). "Mutual gains and employee voice." In Adrian Wilkinson, Jimmy Donaghey, Tony Dundon and Richard Freeman (Eds.) *The Handbook of Research on Employee Voice*. Edward Elgar Press.

Strom, P. (2019). "Uncertain jobs, uncertain futures: Review of *Precarious Lives*." *Perspectives on Work*.

RESEARCH REPORTS & WHITE PAPERS

Avgar, A., Fitzpatrick, M. & **Strom, P.** (2019). "A report on potential effects of New York State's proposed minimum nurse staffing legislation." Prepared for the New York State Department of Health.

Strom, P. & Avgar, A. (2019). "The association between health information technology and patient-provider conflict: Implications for practice." Prepared for The Beryl Institute.

Katz, H., Avgar, A., **Strom, P.**, August, J. & Litwin, A.S. (2018). "Findings of the Cornell research team regarding DSRIP-promoted change in the SI PPS." Prepared for the Staten Island Performing Provider System.

SELECTED CURRENT PROJECTS

* indicates graduate student

** indicates undergraduate student

"Giving health IT a checkup: Information technology, collaboration, and conflict" (with Ariel Avgar & Harry Katz)

“Clinical integration and implications for employee wellbeing” (with Ariel Avgar, Harry Katz, John August & Adam Seth Litwin)

“Drawing the line: How workplace experiences influence individual perceptions of sexual harassment” (with **Katherine Ryan & Ariel Avgar)

“Catfight or contention? Gender bias and third-party perceptions of organizational conflict” (with **Vanessa Roga, Ariel Avgar & Eric Neuman)

Transmission & transformation: Psychological pain in organizations (with Matthew Cronin, Emily Rosado-Solomon & *Jessica Francavilla)

AWARDS & GRANTS

2019	Theme Project Grant: Inequality & Work, Cornell University School of Industrial & Labor Relations (\$2,000)
2019	International Experience Travel Grant, Cornell University School of Industrial & Labor Relations (\$1,151)
2019	Graduate Seed Grant, Cornell Center for the Study of Inequality (\$1,000)
2019	Patient Experience Grant, The Beryl Institute (\$1,000)
2018	Teaching Assistant Excellence Award, Cornell University School of Industrial & Labor Relations
2017	Theme Project Grant: Technology & the Evolution of Work, Cornell University School of Industrial & Labor Relations (\$5,000)
2014	National History Scholar Award, The Gilder Lehrman Institute of American History
2014	Douglas W. Hatfield Award for Outstanding Undergraduate Research, Rhodes College Department of History
2010-2014	Morse Scholarship, Rhodes College (\$38,500/year)
2010-2014	Rhodes College Fellow (~\$40,000)
2010-2014	National Merit Scholar (\$2,000/year)
2013	Best Papers (World History Category): 2 nd place, Phi Alpha Theta Regional Conference
2010	United States Presidential Scholar

INVITED TALKS

- 2019 “Drawing the line: How workplace experiences influence individual perceptions of sexual harassment.” *Labor Relations, Law & History Workshop Series*, Cornell University School of Industrial & Labor Relations, Ithaca, New York.

CONFERENCE PRESENTATIONS

* indicates graduate student

**indicates undergraduate student

2020 (accepted)

- June Avgar, A., **Strom, P.**, Katz., H., Litwin, A.S. & August, J. “Clinical integration and implications for employee wellbeing.” *International Labour & Employment Relations Association Regional Conference of the Americas*, Toronto, Ontario.

2019

- October Wagner, K.C., **Strom, P.**, Pinto, S. & West, Z. “The ‘promotora’ model: A peer education approach for confronting sexual harassment in a low-wage service industry.” *Interuniversity Centre on Globalization and Work (CRIMT) Institutional Experimentation for Better (or Worse) Work Meeting*, Magog, Quebec.
- September **Strom, P.**, Avgar, A. & Katz, H. “Giving information technology a check up: How HIT shapes conflict and collaboration in healthcare.” *Wharton People & Organizations Conference*, Philadelphia, Pennsylvania.
- July **Strom, P.**, Avgar, A. & Katz, H. “Giving information technology a check up: How HIT shapes conflict and collaboration in healthcare.” *International Association of Conflict Management Conference*, Dublin, Ireland.
- *Ellis, L., *Katz, J. & **Strom, P.** “Dances with thieves: How stealing ideas versus money influences coworkers’ management of conflict with a thief.” *International Association of Conflict Management Conference*, Dublin, Ireland.
- June **Strom, P.**, **Ryan, K. & Avgar, A. “Drawing the line: How workplace experiences influence individual perceptions of sexual harassment.” *Labor & Employment Relations Association Annual Meeting*, Cleveland, Ohio.
- May **Strom, P.**, Avgar, A. & Katz, H. “Giving information technology a check up: How HIT reshapes conflict and collaboration in healthcare.” *Industry Studies Conference*, Nashville, Tennessee.

2018

- July **Strom, P.**, Avgar, A. & Neuman, E. "The effects of gender on task and relationship conflict: A multilevel approach." *International Association of Conflict Management Conference*, Philadelphia, Pennsylvania.
- June **Strom, P.**, Avgar, A., & Katz, H. "Debugging evolving workplace relationships: How technology influences interpersonal conflict and collaboration in healthcare." *Labor & Employment Relations Association Annual Meeting*, Baltimore, Maryland.
- May Avgar, A., **Strom, P.**, Katz., H., Litwin, A.S. & August, J. "Clinical integration and implications for employee wellbeing." *Industry Studies Conference*, Seattle, Washington.

TEACHING EXPERIENCE

2018

- Fall Perceptions of Workplace Conflict: The Role of Team Composition & Racial Bias
Independent Study Co-Instructor with Ariel Avgar, Cornell University
- Spring Research Methods & Theory Development in Conflict Management
Directed Study Co-Instructor with Ariel Avgar, Cornell University

2017

- Spring Introduction to Labor History
Teaching Assistant with Louis Hyman, Cornell University
Evaluation: 4.9/5

2016

- Fall Introduction to Labor History
Teaching Assistant with Allison Elias, Cornell University
Evaluation: 4.5/5

RESEARCH EXPERIENCE

- 2019-2020 Research Assistant, Supervisor: Ariel Avgar
- 2018-2019 Research Assistant, Supervisors: Sanjay Pinto & K.C. Wagner
- 2017-2019 Research Assistant, Supervisor: Harry Katz
- 2017-2018 Research Assistant, Supervisor: Sean Rogers
- 2018 Research Assistant, Supervisor: Michael Sturman

RESEARCH SUPERVISION

Undergraduate Senior Honors Thesis Students

- 2019-2020 Ishan Sharma, B.S., Industrial & Labor Relations, Cornell University
 With Ariel Avgar, “Colored lenses: How racial stereotypes affect third-party observations of conflict”
- Theme Project Grant: Inequality & Work (2019), Cornell University School of Industrial & Labor Relations (\$2,000)
- 2018-2019 Eric Bailey, B.S., Industrial & Labor Relations, Cornell University
 With Ariel Avgar, “Rewired: An examination of workers’ perceptions of precarity and conflict”
- Theme Project Grant: Technology & the Evolution of Work (2019), Cornell University School of Industrial & Labor Relations (\$4,000)

Undergraduate Research Fellows

- 2018 Katherine Ryan, B.S., Industrial & Labor Relations, Cornell University
 With Ariel Avgar, “Drawing the line: How workplace experiences influence individual perceptions of sexual harassment”
- Undergraduate Summer Research Fellowship (2018), Cornell University School of Industrial & Labor Relations (\$4,350)
 - Theme Project Grant: Inequality & Work (2019), Cornell University School of Industrial & Labor Relations (\$2,000)
- 2018 Vanessa Roga, B.S., Industrial & Labor Relations, Cornell University
 With Ariel Avgar, “The presence of implicit gender bias in the classification and perception of conflict at work”
- Undergraduate Summer Research Fellowship (2018), Cornell University School of Industrial & Labor Relations (\$4,350)

WORKSHOPS, TRAININGS & CERTIFICATIONS

- 2019 Mediation, Moderation & Conditional Process Analysis
 Statistical Horizons, Ithaca, New York
- 2019 Teaching & Learning in the Diverse Classroom
 Cornell University Center for Teaching Innovation, Ithaca, New York
- 2018 Structural Equation Modeling
 Cornell University Statistical Consulting Unit, Ithaca, New York
- 2014 Certification in Volunteer Management
 Rollins College Philanthropy & Nonprofit Leadership Center, Winter Park, Florida

OTHER RELATED EXPERIENCE

2019-2020 Research Consultant, Los Angeles Alliance for a New Economy
 2018-2019 Research Consultant, Futures Without Violence

PROFESSIONAL SERVICE

2019 Chair, "Labor Relations and Technology: Past, Present, and Future." *Labor & Employment Relations Association Annual Meeting*, Cleveland, Ohio.

2019 Chair, "Markets, Institutions, and Economic Performance." *Industry Studies Conference*, Nashville, Tennessee.

2018-2019 Worker Institute Executive Committee, PhD Student Representative

2018 Conflict Resolution Faculty Search Committee, PhD Student Representative

2017-2018 Academy of Management Conference New Doctoral Student Consortium (NDSC) Marketing & Logistics Committee, *Annual Meeting of the Academy of Management*, Chicago, Illinois.

2018 Co-Organizer & Presenter, "Emerging Perspectives on Conflict Management in Organizations." *Labor & Employment Relations Association Annual Meeting*, Baltimore, Maryland.

Reviewer

Academy of Management Conference

- Conflict Management, Healthcare Management, Organizational Communication & Information Systems, Teaching & Learning Conference

International Association of Conflict Management Conference

PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

2019- Cornell Center for the Study of Inequality, Graduate Affiliate

2018- Interuniversity Centre on Globalization and Work (CRIMT)

2018- International Association of Conflict Management

2018- Industry Studies Association

2017- Academy of Management

2017- Labor & Employment Relations Association