

Mason Ameri, PhD
Associate Professor of Professional Practice
Department of Management & Global Business
Rutgers Business School
Rutgers University
mason.ameri@rutgers.edu

Summary

Mason Ameri, PhD specializes in managing diversity, mainly examining the opportunities and disadvantages that people with disabilities face in life. His work has been profiled by numerous outlets such as *The New York Times*, *Los Angeles Times*, and *The Guardian*. Dr. Ameri has shared his research findings at distinguished conferences hosted by The World Bank, and TEDx. He has also advised the US House of Representatives, US Department of Labor, National Labor Relations Board, and US Election Assistance Commission on disability access topics ranging from the gig economy, clean energy jobs, voting accessibility, and unionization. He has earned numerous awards in each research and teaching, including the *Academy of Management Discoveries Best Article Award*, *Presidential Award for Excellence in Teaching*, and *Provost's Award for Excellence in Teaching Innovations*. His research teams have been awarded over \$10 million in grants from the National Science Foundation, US Department of Health and Human Services, and the US Election Assistance Commission.

Education

Rutgers University, School of Management and Labor Relations

Degree	Concentration	Year
PhD	Industrial Relations and Human Resources	2017
MS	Industrial Relations and Human Resources	2015
MA	Labor and Employment Relations	2011
BA	Labor and Employment Relations	2008

Peer-reviewed papers

Ameri, M. & Kurtzberg, T. R. 2022. Leveling the playing field through remote work. *MIT Sloan Management Review*, 63: 1-3.

Ameri, M. & Kurtzberg, T. R. 2022. The disclosure dilemma: Requesting accommodations for chronic pain in job interviews. *Journal of Cancer Survivorship*, 16: 152-164.

Kurtzberg, T. R., Naquin, C. E., & **Ameri, M.** 2022. Deception by device: Are we more self-serving on laptops or cell phones? *International Journal of Conflict Management*, 33: 569-591.

Ameri, M., Amoroso, L., & Kurtzberg, T. R. 2021. Advancing diversity training. *Rutgers Business Review*, 6: 154-160.

Ameri, M., Kurtzberg, T. R., Schur, L., & Kruse, D. 2021. Disability and influence in job interviews. *International Journal of Conflict Management*, 32: 266-291.

Ameri, M., Rogers, S., Schur, L., & Kruse, D. 2020. No room at the inn? Disability access in the new sharing economy. *Academy of Management Discoveries*, 6: 176-205.

- 2021 Academy of Management Discoveries Best Article Award

Schur, L., **Ameri, M.**, & Kruse, D. 2020. Telework after COVID: A “silver lining” for workers with disabilities? *Journal of Occupational Rehabilitation*, 30: 521-536.

Ameri, M., Schur, L., Adya, M., Bentley, S., McKay, P., & Kruse, D. 2018. The disability employment puzzle: A field experiment on employer hiring behavior. *ILR Review*, 71: 329-364.

Kruse, D., Schur, L., Rogers, S., & **Ameri, M.** 2018. Why do workers with disabilities earn less? Occupational job requirements and disability discrimination. *British Journal of Industrial Relations*, 56: 798-834.

Schur, L., Han, K., Kim, A., **Ameri, M.**, Blanck, P., & Kruse, D. 2017. Disability at work: A look back and forward. *Journal of Occupational Rehabilitation*, 27: 482-497.

Schur, L., **Ameri, M.**, & Adya, M. 2017. Disability, voter turnout, and polling place accessibility. *Social Science Quarterly*, 98: 1374-1390.

Schur, L., Adya, M., & **Ameri, M.** 2015. Accessible democracy: Reducing voting obstacles for people with disabilities. *Election Law Journal: Rules, Politics, and Policy*, 14: 60-65.

Books

Kurtzberg, T. R. & **Ameri, M.** In press. *The 10-Second Commute: New realities of virtual work*. Santa Barbara, CA: Praeger.

Peer-reviewed book chapters

Ameri, M., Ali, M., Schur, L., & Kruse, D. 2019. Disability and the unionized workplace. In S. M. Bruyère (Ed.), *Employment and disability: Issues, innovations, and opportunities*, 65-97. Ithaca: Industrial Relations Research Association.

Published working paper series

Ameri, M., Ali, M., Schur, L., & Kruse, D. 2019. Disability and the unionized workplace. *IZA Discussion Papers 12258*, Institute of Labor Economics.

Ameri, M., Schur, L., Adya, M., Bentley, S., McKay, P., & Kruse, D. 2015. The disability employment puzzle: A field experiment on employer hiring behavior. *National Bureau of Economic Research Working Papers*.

Op-eds

Kurtzberg, T. R., Naquin, C., & **Ameri, M.** (2022, September 14). *Lies are more common on laptops than on phones – how devices may shape our behavior when bargaining with strangers.* The Conversation.

Ameri, M., Schur, L., & Kruse, D. (2020, July 25). *As ADA turns 30, people with disabilities still last hired, first fired.* New York Daily News.

Ameri, M. & Kruse, D. (2020, May 12). *Study shows how Airbnb hosts discriminate against guests with disabilities as sharing economy remains in ADA gray area.* The Conversation.

Grants

Provider	Title of Grant	Award	Role	Year
US Election Assistance Commission	Voting Experiences Since HAVA was Passed: Perspectives of People with Disabilities	\$302K	Co-PI	2022-2023
US Department of Health and Human Services	Rehabilitation Research and Training Center (RRTC) on Interventions to Promote Community Living Among People with Disabilities	\$4.3M	Co-PI	2021-2026
US Election Assistance Commission	Disability and the Digital Divide in the Voting Process	\$267K	Co-PI	2021-2022
Center for Women in Business	Gender and Nonverbal Signals of Competence During Job Interviews	\$8K	Co-PI	2021-2022
US Department of Health and Human Services	Rehabilitation Research Training Center on Employment Policy	\$4.3M	Co-PI	2020-2025
National Science Foundation	The Future of Work at the Human-Technology Frontier	\$1.88M	Co-PI	2020-2024
Rutgers University Research Council	Rutgers Research Council Grants and Subventions	\$2K	PI	2020-2022
Negotiation & Team Resources Institute	Peterson Research Grant	\$8.5K	PI	2020-2021

Research pipeline

Ameri, M., Schur, L., Colella, A., Adya, M., Kurtzberg, T.R., & Kruse, D. *Intersecting biases: Does veteran status overcome disability and gender disadvantages in the employment landscape?*

Ameri, M., Kruse, D., Park, S., Rodgers, Y., & Schur, L. *Telework during the Pandemic: Patterns, Challenges, and Opportunities for People with Disabilities.*

Ameri, M., Kurtzberg, T. R., & Robinson, J. Small empires: How equipped are small business owners in hiring people with disabilities?

Ameri, M. & Kurtzberg, T. R. Disability, assistive technology, and employer impressions.

Ameri, M. & Kurtzberg, T. R. DEI statements and the job impressions of people with disabilities.

Kruse, D., Schur, L., **Ameri, M.**, & Gilbert, L. Paid leave mandates and employment of people with disabilities.

Van Zant, A., Sheldon, O., **Ameri, M.**, & Kurtzberg, T. R. When and why confident women are trusted more than confident men.

Conference presentations

Kruse, D., Schur, L., **Ameri, M.**, & Gilbert, L. (November 2022). *Paid leave mandates and employment of people with disabilities*. Accepted presenter at the 2022 Association for Public Policy Analysis & Management Fall Research Conference.

Kruse, D., Schur, L., **Ameri, M.**, & Gilbert, L. (August 2022). *Paid leave mandates and employment of people with disabilities*. Presented at the 82nd Annual Meeting of the Academy of Management.

Ameri, M., Kurtzberg, T. R., & Robinson, J. (June 2022). *Small empires: How equipped are small business owners in hiring people with disabilities?* Presented at the 2022 Labor and Employment Relations Association 75th Annual Meeting.

Kruse, D., Schur, L., **Ameri, M.**, & Gilbert, L. (June 2022). *Paid leave mandates and employment of people with disabilities*. Presented at the 2022 Labor and Employment Relations Association 75th Annual Meeting.

Rodgers, Y., Park, S., Schur, L., **Ameri, M.**, & Kruse, D. (June 2022). *Disability and telework in the pandemic*. Presented at the 2022 Labor and Employment Relations Association 75th Annual Meeting.

Schur, L., **Ameri, M.**, Adya, M., & Kruse, D. (October 2021). *Progress or regress? Disability and voting accessibility in the 2020 elections*. Presented at the 2021 American Political Science Association Annual Meeting & Exhibition.

Ameri, M. & Kurtzberg, T. R. (July 2021). *Difficult disclosures: Effects of timing in revealing disability in the hiring process*. Presented at the 2021 International Association for Conflict Management Conference.

Ameri, M. & Kurtzberg, T. R. (July 2020). When I say it or when you say it: First impressions in job negotiations for those with and without disabilities. Presented at the 2020 International Association for Conflict Management Conference.

Kurtzberg, T. R., Naquin, C. E., & **Ameri, M.** (July 2020). *Deception by device lying behavior on laptops versus cell phones*. Presented at the 2020 International Association for Conflict Management Conference.

Ameri, M. & Rogers, S. (August 2019). Military veterans and organizational inclusivity: Research directions, networking, and community. Presented at the 79th Annual Meeting of the Academy of Management.

Ameri, M., Schur, L., Adya, M., & Kruse, D. (August 2019). The empathy effect: Employer responses to veteran and disability status. Presented at the 79th Annual Meeting of the Academy of Management.

Ameri, M., Ali, M., Schur, L., & Kruse, D. (June 2019). Disability and the unionized workplace. Presented at the Labor and Employment Relations Association 71st Annual Conference.

Ameri, M., Rogers, S., Schur, L., & Kruse, D. (April 2018). No room at the inn? Disability access in the new sharing economy. Presented at the Southern Sociological Society Annual Conference.

Ameri, M., Kruse, D., and Schur, L. (January 2018). See me, not the disability: Examining employer responses to applicants with disabilities. Presented at the American Economic Association Annual Conference.

Ameri, M., Kruse, D., and Schur, L. (January 2017). *Examining employer hiring behavior in able-bodied society: A field experiment*. Presented at the American Economic Association Annual Conference.

Kruse, D., Schur, L., Rogers, S., & **Ameri, M.** (May 2016). Why do workers with disabilities earn less? Occupational job requirements and disability discrimination. Presented at the Labor and Employment Relations Association 68th Annual Conference.

Ameri, M., Schur, L., Adya, M., McKay, P., Bentley, S., & Kruse, D. (August 2015). A field experiment on employer reactions to job applications: Does disability status matter? Presented at the 75th Annual meeting of the Academy of Management.

Ameri, M., Schur, L., Adya, M., McKay, P., Bentley, S., & Kruse, D. (July 2015). The disability employment puzzle: A field experiment on employer hiring behavior. Presented at the National Bureau of Economic Research Conference.

Schur, L., **Ameri, M.**, Adya, M., & Kruse, D. (April 2015). Disability and political participation: Closing the gap? Presented at the Midwest Political Science Association Conference.

Ameri, M., Schur, L., Adya, M., Bentley, S., McKay, P., & Kruse, D. (January 2015). The disability employment puzzle: A field experiment on employer hiring behavior. Presented at the Labor and Employment Relations Association Winter Conference.

Schur, L., Kruse, D., Adya, M., & **Ameri, M.** (March 2014). Disability, voter turnout, and polling place accessibility. Presented at the Midwest Political Science Association.

Invited addresses

Ameri, M. (October 2022). *Not DEI but EID: Disability access in the modern workplace.* Presented on disability employment and building an inclusive culture to constituents at Reckitt Benckiser Group PLC.

Ameri, M. (September 2022). *Technology's role in education.* Presented on teaching innovations at the fall 2022 Rutgers Business School faculty meeting.

Schur, L., Kruse, D., & **Ameri, M.** (July 2022). *Disability, the voting process, and the digital divide.* Presented findings from a grant-funded national survey to the US Election Assistance Commission.

Rodgers, Y., Park, So Ri, Schur, L., **Ameri, M.**, Kruse, D. (April 2022). *Disability & telework in the pandemic: Challenges and opportunities.* Presented on the advantage of remote work for people with disabilities at the Rutgers School of Health Professions Colloquium.

Ameri, M. (November 2021). *RBS distinguished speaker series.* Moderated fireside discussion with Toacca Rutherford, Chief Development Officer for Consumer Business Banking and Auto IT, JPMorgan Chase & Co.

Ameri, M. & Kurtzberg, K. (October 2021). *ERG leadership roundtable.* Presented on advancing diversity training at the Center for Women in Business.

Ameri, M. (September 2021). *Rutgers future of work task force meeting.* Presented on remote work best practices to the Office of the Senior Vice President at Rutgers University.

Ameri, M. (May 2021). *The Chancellor's and Provost's celebration of faculty excellence.* Presented on innovative teaching in business education at Rutgers University.

Ameri, M. (October 2020). *Impression management at work.* Speaker at the First-Year Interest Group Seminars (FIGS) at Rutgers University.

Ameri, M. (October 2020). *Academic integrity student orientation.* Presented on Academic Integrity in Business Forum at Rutgers University.

Ameri, M. (August 2020). *Tea and teaching.* Presented on upholding academic integrity while teaching remotely amid the COVID-19 pandemic at Rutgers University.

Ameri, M. (July 2020). *Transitioning to remote teaching winners' webinar.* Presented on teaching innovations while teaching remotely amid the COVID-19 pandemic at Rutgers University.

Ameri, M. (February 2020). *Innovations and trends ahead: Job markets, investments, and media*. Moderated a talk between three members of Bloomberg, including Joel Weber, Editor of Bloomberg Businessweek, Lisa Abramowicz, cohost of Bloomberg Markets on Bloomberg Radio, and Eric Balchunas, Senior ETF Analyst of Bloomberg Intelligence.

Ameri, M. (December 2019). *Sorry, no vacancy: Limits of the ADA on Airbnb*. In association with the US House of Representatives and House Committee on Oversight and Reform, I advised the Subcommittee on Civil Rights and Civil Liberties on equal access issues regarding the online marketplace for lodging, Airbnb.

Friedman, J. & **Ameri, M.** (October 2019). *Disability studies minor: Staging the next phase of disability studies at Rutgers University*. Presented poster at the Big Ideas Conference at Rutgers University.

Ameri, M. (September 2019). *The mighty manager*. Speaker at the First-Year Interest Group Seminars (FIGS) at Rutgers University.

Ameri, M., Rogers, S., Schur, L., & Kruse, D. (April 2019). *No room at the inn? Disability access in the new sharing economy*. Presented at the Annual Diversity & Inclusion Symposium at Rutgers University.

Ameri, M., Robinson, J., & Miller, D. (March 2019). *Transition and employment for adults with autism*. Panelist on employment for individuals with disabilities and business sustainability. Hosted by the New Jersey Autism Center of Excellence (NJACE) at PSE&G Children's Specialized Hospital.

Ameri, M. (February 2019). *Fear of the unknown: The risky side of first impressions*. Presented at the TEDx 2019 annual conference at Rutgers University.

Ameri, M. (September 2018). *RUC majors showcase*. Panelist on Rutgers Business School academic concentration. Hosted by the Rutgers Undergraduate Connection at Rutgers University

Ameri, M. (April 2018). *Diversity and inclusion*. Panelist on diversity and inclusion. Hosted by the Rutgers Governing Business Association at Rutgers University.

Ameri, M. (February 2018). *Wounded warriors, the differently abled, and the law*. Presented at the Labor Education and Research Now (LEARN) Program at Rutgers University.

Ameri, M. (February 2018). *Business economics and human resources*. Panelist on pedagogy at Rutgers Business School. Sponsored by Phi Chi Theta at Rutgers University.

Ameri, M., Kruse, D., Schur, L., McKay, P., Adya, M., & Colella, A. (March 2017). *See me, not the disability: Examining employer responses to applicants with disabilities*. Presented at the Annual Diversity & Inclusion Symposium at Rutgers University.

Ameri, M., Schur, L., Adya, M., Bentley, S., McKay, P., & Kruse, D. (January 2016). *How stigma and hiring biases hamper workplace inclusion for persons with disabilities and persons from the LGBTI community*. Presented at the World Bank Group.

Kruse, D., Schur, L., Rogers, S., & **Ameri, M.** (October 2015). *Why do workers with disabilities earn less? Occupational job requirements and disability discrimination*. Presented at the Department of Economics at Rutgers University.

Media mentions

Source	Title	Date
Medium	We lie more when using the laptop than when using the phone	09.19.22
Fast Company	Why people lie more when using a laptop than a phone	09.18.22
India Times	People are more willing to lie for personal gain when using a laptop than a phone	09.17.22
The Conversation	Lies are more common on laptops than on phones – how devices may shape our behavior when bargaining with strangers	09.14.22
NPR	Remote work is commonplace now, and workers with disabilities could benefit from the change	04.05.22
MIT Sloan Management Review	Leveling the playing field through remote work	02.15.22
DisabilityScoop	Airbnb works to improve offerings for those with disabilities	11.10.21
The Association of Clinical Research Professionals	Soft skills don't help job seekers with disabilities in early interviews	09.21.21
WHYY	Will remote work become more of a long-term option for workers with disabilities?	09.03.21
Rutgers Business School	Mason Ameri and co-authors win Academy of Management Discoveries Best Article Award	08.20.21
Rutgers Today	Rutgers ranks #1 in the world for disability and employment research	02.17.21
We Rep STEM	Bias means disabled job seekers may need different strategy in interviews than non-disabled applicants	09.14.20
PresseText	Jobmarkt: Soft Skills helfen Behinderten nicht	09.14.20
American Association for the Advancement of Science	For job seekers with disabilities, soft skills don't impress in early interviews	09.10.20
EurekaAlert	For job seekers with disabilities, soft skills don't impress in early interviews	09.10.20
News-Medical	Hard skills accelerate positive impression of employability for job seekers with disabilities	09.10.20
Science Daily	Reissue: For job seekers with disabilities, soft skills don't impress in early interviews	09.10.20

Rutgers Today	For job seekers with disabilities, soft skills don't impress in early interviews	09.09.20
We Rep STEM	Study shows Airbnb hosts discriminate against disabled guests	07.23.20
The Conversation		05.12.20
Marketplace	Ready, willing, and disabled	02.11.20
Wired (UK)	Airbnb is massively failing travelers with disabilities.	07.30.19
Kaiser Health News	As the economy surges, a dramatic drop in workers on disability.	06.27.19
Rutgers Business School	University recognizes three faculty members for excellence in teaching.	05.06.19
New Mobility Magazine	Srin Madipalli, Airbnb and the quest to 'belong anywhere.'	05.01.19
Academy of Management Insights	The sharing economy can turn back the clock on equal access.	04.10.19
The Daily Targum	TEDx Rutgers conference brings together student, faculty speakers to share life stories.	02.26.19
TEDx	Fear of the unknown: The risky side of first impressions	02.23.19
Rewire News	For people with disabilities, earning pennies per hour is only part of the problem.	05.17.18
Fast Company	Airbnb strives for inclusiveness with accessibility-approved rentals.	03.16.18
Hotel Business	Airbnb highlights new accessibility features.	03.16.18
IOL	Airbnb highlights new accessibility filters and features for disabled guests.	03.16.18
Meme Burn	Airbnb adds 21 new accessibility filters for guests.	03.16.18
Travel Trends Today	Airbnb introduces new features for differently-abled guests.	03.16.18
VentureBeat	How tech firms are increasing accessibility for disabled users.	03.16.18
ANI	Airbnb highlights new accessibility filters, features for disabled guests worldwide.	03.15.18
Digital Trends	Airbnb's new filters aim to improve searches for guests with disabilities.	03.15.18
Engadget	Airbnb makes it easier to find accessible rentals.	03.15.18
Jolt Journal	Airbnb is making it easier to find accessible rentals.	03.15.18
The Verge	Airbnb adds new search filters for people with disabilities.	03.15.18
Zoom	Airbnb makes travelling easy for disabled guests, highlights new accessibility filters.	03.15.18
Hotel Owner (UK)	Disability policy done right.	03.10.18
The Guardian	Access all areas: Airbnb expands into stays for disabled travelers.	11.27.17
Law.com	Airbnb boosts accessibility following pre-litigation settlement with California advocacy groups.	11.21.17

Alphr	Airbnb acquires UK startup Accomable, to improve lodgings for disabled guests.	11.17.17
The Memo	Airbnb fights disability bias with awesome Accomable deal.	11.17.17
BBC News	'Disabled Airbnb' bought by Airbnb.	11.16.17
Business Insider	Airbnb just bought Accomable, a startup that helps travelers with disabilities find places to stay.	11.16.17
CNN	Airbnb to offer more accessible rentals.	11.16.17
Digital Trends	Airbnb accommodates those with disabilities with new rental listings.	11.16.17
Engadget	Airbnb buys startup to help you find disability-friendly rentals.	11.16.17
Fast Company	Airbnb just bought Accomable to reach more travelers with disabilities.	11.16.17
Forbes	Airbnb acquires Accomable in push to better accommodate travelers with disabilities.	11.16.17
Fortune	Airbnb is buying a startup that offered similar home rental services for disabled travelers.	11.16.17
San Francisco Chronicle	Airbnb buys Accomable, home-stay marketplace for accessible properties.	11.16.17
SF Gate	Airbnb just bought Accomable, a startup that helps travelers with disabilities find places to stay.	11.16.17
Skift	Airbnb buys accessible travel business Accomable in its latest move.	11.16.17
TechCrunch	Airbnb buys 'Airbnb for disabled people' startup Accomable in accessibility upgrade.	11.16.17
TechCrunch	Airbnb buys accessible travel business Accomable in its latest move.	11.16.17
TechSpot	Airbnb buys start-up to help you find handicap accessible rentals.	11.16.17
The National	Airbnb snaps up Accomable 'to make travel accessible for everyone'.	11.16.17
The Telegraph	Airbnb acquires UK travel site for disabled users Accomable.	11.16.17
The Verge	Airbnb will now let you search for accessibility features by the room.	11.16.17
48hills	Opinion: Airbnb must stop discriminating against disabled people.	09.30.17
Pasadena Weekly	Pasadena group helps people with disabilities find jobs.	09.28.17
San Francisco Chronicle	Accomable creates vacation-rental market for people with disabilities.	09.03.17
NPR	FIU drawn into the battle between hotels and Airbnb.	08.10.17
The Hill	How the 'sharing economy' leaves disabled Americans behind.	08.05.17
PN Magazine	Study raises Airbnb accessibility issues.	08.01.17

CBS News	Americans with disabilities still can't land jobs.	07.26.17
Infobae (Argentina)	Repudiable: usuarios de Airbnb rechazan como inquilinos a personas discapacitadas.	06.21.17
Consumer Affairs	Sharing economy may exclude many disabled consumers.	06.20.17
JD Supra	The sharing economy and discrimination concerns: What can you do?	06.19.17
VRM intel	2017 Rutgers study suggests discrimination for guests with disabilities on Airbnb.	06.17.17
The Spinoff (New Zealand)	Ableism is everywhere. Parents of children with disabilities are challenging it, are you?	06.12.17
GOOD Magazine	An alarming study shows Airbnb hosts are far more likely to reject guests with disabilities.	06.09.17
Inverse	Airbnb study reveals discriminatory trends against disabled people.	06.07.17
AOL	Airbnb hosts 'more likely to reject people with disabilities'.	06.06.17
Hong Kong 01	殘疾人士難在 Airbnb 搵住屋 共享背後 幫手反變幫兇？	06.06.17
Just About Travel (UK)	It ain't necessarily so.	06.06.17
Le Nouvel Observateur (France)	#Handicap les personnes handicapées discriminées par des loueurs Airbnb.	06.06.17
Los Angeles Times	Airbnb hosts are more likely to reject guests with disabilities, study finds.	06.06.17
NPR	Tech Tuesday: Airbnb, cryptocurrency, and apple's HomePod.	06.06.17
Orlando Sentinel	Airbnb hosts are more likely to reject guests with disabilities, study finds.	06.06.17
Brand Inside (Thailand)	รู้หรือไม่ จองที่พิกผ่าน Airbnb ถ้าระบุว่ามีความพิการ โอกาสได้ห้องจะต่ำลง.	06.05.17
Jersey Tribune	Airbnb hosts more likely to reject the disabled, Rutgers study finds.	06.05.17
Repubblica (Italy)	Airbnb discrimina i disabili: "Respinti più spesso degli altri.	06.05.17
San Francisco Chronicle Late Edition	Airbnb hosts often reject the disabled, study finds.	06.05.17
The Mighty	Study says Airbnb hosts more likely to reject guests with a disability.	06.05.17
UPROXX	Airbnb guests who disclose a disability are more likely to be rejected, a study claims.	06.05.17
Vice	New study quantifies Airbnb's widespread exclusion of disabled guests.	06.05.17

West-Welfare, Society, Territory (Belgium)	Airbnb not only dislikes taxes, but also guests with disabilities.	06.05.17
Yahoo News (China)	美國研究指出Airbnb屋主不想租屋給殘疾人士！？	06.05.17
Business Standard (India)	Airbnb hosts are more likely to reject the differently abled, a study finds.	06.04.17
SF Gate	Airbnb hosts more likely to reject the disabled, a study finds.	06.04.17
CNET (Australia)	Study finds Airbnb hosts more prone to reject people with disabilities.	06.03.17
Cool Blind Tech	Study reveals Airbnb hosts reject blind people more often.	06.03.17
Gigazine (Japan)	Airbnbのホストは障害のある人からの宿泊リクエストを障害のない人からのものと比べて断る傾向にある。	06.03.17
Honolulu Star-Advertiser	Airbnb hosts less likely to rent space to disabled.	06.03.17
Santa Fe New Mexican	Study: Airbnb hosts more likely to reject disabled.	06.03.17
CNET	Study finds Airbnb hosts more prone to reject people with disabilities.	06.02.17
Engadget	Study suggests Airbnb hosts are unfair to people with disabilities.	06.02.17
Finanzen (Germany)	Study finds Airbnb hosts more prone to reject people with disabilities.	06.02.17
Fortune	Five breaking news haikus.	06.02.17
International Business Times	Airbnbs for people with disabilities: Hosts tend to reject these travelers more, study says.	06.02.17
Lodging Magazine	Study finds Airbnb hosts more often reject disabled.	06.02.17
San Francisco Chronicle	Airbnb hosts more likely to reject the disabled, a study finds.	06.02.17
SINA Finance (China)	研究发现Airbnb房主更倾向于拒绝残疾人。	06.02.17
Tecmundo (Spain)	Hóspedes com deficiência são mais rejeitados por anfitriões no Airbnb.	06.02.17
The Guardian	Airbnb hosts more likely to reject guests with disabilities, study finds.	06.02.17
The New York Times	Disabled travelers are more likely to be rejected by Airbnb hosts, a study finds.	06.02.17
The Verge	Airbnb hosts reject guests with disabilities more often, researchers say.	06.02.17
USA Today	Are Airbnb hosts more likely to reject people with disabilities?	06.02.17
ValueWalk	79% of hosts on Airbnb discriminate against the disabled.	06.02.17

PBS Newshour	Why is job opportunity still lagging for people with disabilities?	03.16.17
BBC	Are autistic individuals the best workers around?	01.07.16
LRP Publications	Research: Rutgers shows employers choose workers with disabilities less often.	01.06.16
U.S. Department of Labor	This week in the news: The latest on disability and employment.	01.06.16
Futurity	Employers show bias against people with disabilities.	01.05.16
El Diario	Las personas con discapacidad sufren más discriminación cuando tienen mejor currículum.	12.01.15
Human Resource Executive	Decoding disability discrimination.	12.01.15
ADA National Network	Study: Employers discriminate against qualified workers with disabilities.	11.18.15
PBS	Study indicates presence of workplace discrimination against people with disabilities.	11.18.15
The Daily Targum	Rutgers researchers shed light on treatment of workers with disabilities.	11.17.15
The Daily Orange	Study finds employer discrimination against people with disabilities.	11.11.15
My Central Jersey	Ru study: Employers discriminate against disabled.	11.09.15
Accessible Media Inc.	The guardian this week. Interview by Robert Pearson.	11.06.15
Mathematica	Disability news alert.	11.06.15
Phys.org	Employers discriminate against qualified workers with disabilities study reveals.	11.06.15
SF Gate	Disabled job applicants are 26% less likely to get a job, study finds.	11.05.15
Syracuse.com	SU study: Employers discriminate against qualified job applicants with disabilities.	11.05.15
Wharton Business Radio	Knowledge @Wharton.	11.05.15
Diversity Inc.	Discrimination against job applicants with disabilities exposed.	11.04.15
Inc. Magazine	Small companies guilty of discriminating against disabled job applicants, study says.	11.04.15
Rutgers Today	Rutgers study: Employers discriminate against qualified workers with disabilities.	11.04.15
The Huffington Post	HuffPost live. Interview by Caroline Modarressy-Tehrani.	11.04.15
Washington Examiner	Study highlights why disabled can't find work.	11.04.15
Business Insider	Scientists were surprised at how much hiring managers discriminate against workers with disabilities.	11.03.15
Disability Scoop	Fake cover letters reveal disability job bias.	11.03.15
Forbes	Discrimination against disabled applicants sadly 'not surprising': NDRN director.	11.03.15
The Huffington Post	Catch-22 of disclosing disabilities for job seekers.	11.03.15

Boston Globe	Study using fake job-hunting letters shows bias against disabled.	11.02.15
CBS Radio News	Hourly news broadcast. Interview by Bill Whitney.	11.02.15
Fast Company	Study: Small companies more likely to discriminate against disabled job applicants.	11.02.15
Inverse	Study reveals disabled job candidates face discrimination.	11.02.15
New York Magazine	A new study reveals how employers discriminate against disabled people.	11.02.15
Newser	A study created résumés for phony disabled candidates. Here's how they fared.	11.02.15
School of Management and Labor Relations	Fake cover letters expose discrimination against disabled.	11.02.15
Time Warner Cable News	In the papers.	11.02.15
The New York Times	Fake cover letters expose discrimination against disabled.	11.02.15
The Washington Post	We've tried to smooth disabled peoples' path back to work. Why isn't it helping?	10.23.15

Teaching experience

Course	Level	Semester	Teaching effectiveness (Max=5)	Course quality (Max=5)
Negotiations	Graduate	Spring 22	5.0	4.63
Management Skills	Undergraduate	Spring 22	4.95	4.86
Negotiations	Undergraduate	Spring 22	4.84	4.84
Negotiations	Undergraduate	Fall 21	4.97	4.85
Management Skills	Undergraduate	Fall 21	4.89	4.79
Management Skills	Undergraduate	Fall 21	4.81	4.62
Negotiations	Graduate	Summer 21	4.94	5.00
Management Skills	Undergraduate	Spring 21	4.94	4.68
Negotiations	Undergraduate	Spring 21	4.80	4.79
Negotiations	Undergraduate	Fall 20	4.95	4.89
Management Skills	Undergraduate	Fall 20	4.88	4.68
Management Skills	Undergraduate	Fall 20	4.81	4.58
Negotiations	Graduate	Summer 20	3.88	3.96
Management Skills	Undergraduate	Spring 20	4.86	4.76
Management Skills	Undergraduate	Spring 20	4.77	4.62
Management Skills	Undergraduate	Spring 20	4.96	4.95
Negotiations	Undergraduate	Fall 19	4.95	4.98
Management Skills	Undergraduate	Fall 19	4.74	4.35
Management Skills	Undergraduate	Fall 19	4.77	4.39

Management Skills	Undergraduate	Fall 19	4.56	4.40
Organizational Behavior	Graduate	Spring 19	4.73	4.75
Management Skills	Undergraduate	Spring 19	4.93	4.80
Management Skills	Undergraduate	Spring 19	4.80	4.71
Management Skills	Undergraduate	Spring 19	4.87	4.62
Management Skills	Undergraduate	Fall 18	4.90	4.86
Negotiations	Undergraduate	Fall 18	4.82	4.82
Management Skills	Undergraduate	Fall 18	4.84	4.43
Management Skills	Undergraduate	Fall 18	4.87	4.78
Management Skills	Undergraduate	Fall 18	4.82	4.35
Organizational Behavior	Graduate	Summer 18	4.65	4.45
Negotiations	Graduate	Summer 18	4.86	4.86
Management Skills	Undergraduate	Spring 18	4.75	4.64
Management Skills	Undergraduate	Spring 18	4.57	4.11
Management Skills	Undergraduate	Spring 18	4.70	4.35
Management Skills	Undergraduate	Spring 18	4.81	4.56
Staffing	Undergraduate	Spring 18	4.93	4.70
Management Skills	Undergraduate	Fall 17	4.61	4.26
Management Skills	Undergraduate	Fall 17	4.76	4.18
Management Skills	Undergraduate	Fall 17	4.47	4.09
Management Skills	Undergraduate	Fall 17	4.78	4.46
Honors College Forum	Undergraduate	Spring 17	5.00	4.15
Honors College Forum	Undergraduate	Spring 17	4.81	4.06
Honors College Forum	Undergraduate	Spring 17	4.88	4.06
Honors College Forum	Undergraduate	Fall 16	4.92	4.23
Honors College Forum	Undergraduate	Fall 16	4.72	4.06
Honors College Forum	Undergraduate	Fall 16	4.88	4.33
Honors College Forum	Undergraduate	Fall 16	4.55	3.55
Honors College Forum	Undergraduate	Spring 16	4.90	4.40
Honors College Forum	Undergraduate	Spring 16	4.78	4.00
Honors College Forum	Undergraduate	Fall 15	4.39	3.56
Honors College Forum	Undergraduate	Fall 15	4.72	4.00
Disability, Work & Soc	Undergraduate	Spring 15	4.83	4.78
Dynamics of Work & Work Organization	Undergraduate	Summer 14	4.94	5.00
Dynamics of Work & Work Organization	Undergraduate	Fall 13	4.87	4.83
Issues in Work: Unemployment	Undergraduate	Spring 13	4.27	4.27
Issues in Work: Unemployment	Undergraduate	Fall 12	4.11	4.00

Add'l Teaching	Program	Duration	Semester
Executive Leadership	Rutgers Business School, Executive MBA	3 Sessions	Fall 21; Fall 20; Fall 19
Disability, Work & Society	School of Management and Labor Relations	3 Sessions	Fall 21; Fall 18
Negotiations	Rutgers University Newark Institute at Northeast Normal University (RUNIN), Changchun, China	12 Sessions	Winter 19

Professional service

Position	University-level (Rutgers)	Duration
RBS Delegate	Rutgers University Birzeit University Accelerator for Social Entrepreneurship: Summer Workshop (led by the Provost and Executive Vice Chancellor, Newark)	2022
RBS Delegate	Student Voice Webinar Series: Incorporating the Student Voice to Support Student Success (led by the Vice Chancellor of Academic Programs and Strategic Partnerships, Newark)	2022
Member	Dean Evaluation Committee: Dean Menifield, School of Public Affairs and Administration (led by Provost and Executive Vice Chancellor, Newark)	2022
Faculty Subject Matter Advisor	Future of Work Task Force (led by the Senior Vice President for Human Resources and Organizational Effectiveness)	2021-2022
Member	Equity Working Group (led by the Senior Vice Chancellor, Camden)	2021-2022
Member	Working Group for Academic Integrity Resources for Faculty (led by the Vice Provost for Undergraduate Education, New Brunswick)	2020
Referee	Innovations in Education and Teaching Pilot Grants (led by the Provost and Executive Vice Chancellor for Research & Academic Affairs, New Brunswick)	2020
Member	COVID-19 Undergraduate Academic Continuity Working Group (led by the Provost and Executive Vice Chancellor for Research & Academic Affairs, New Brunswick)	2020
Senator	University Senate	2020-
Senator	University Structure and Governance Committee (led by Co-Chairs Perry Dane and Kevin Schroth)	2020-
Member	New Brunswick Faculty Council	2020-
Member	Academic Affairs Committee (led by Chair Bob Boikess)	2020-
Faculty Mentor	First-Year Interest Group Seminars	2019-2021

Member	Disability Studies Interdepartmental Minor Committee (led by Chair Jeff Friedman)	2018-
Honors Tutorial Advisor	School of Environmental and Biological Sciences	2016-2017
Position	School-level (RBS)	Duration
Judge	Bristol Myers Squibb Hackathon	2022
Coach	TEDxRutgers (talk given by Professor Lisa Kaplowitz)	2022
Member	Graduating Class of 2021 Award Nominations	2021
Member	Undergraduate Curriculum Innovations Taskforce	2020-2021
Member	2030 Curriculum Committee	2020-2021
Member	Core Faculty Liaison Volunteer Group	2020
Director of Special Projects	Office of the Dean (administrative role)	2019-
Faculty Liaison with Undergraduate Students	Office of the Dean (administrative role)	2019
Judge and Advisor	Hult Prize @Rutgers	2018-2019
Advisor	Johnson & Johnson National Case Competition	2017

Position	Department-level (MGB)	Duration
Advisor	Reappointment and Promotions, Form 1a	2022-
Co-Advisor	Doctor of Business Administration program (student: Eric J. Hanna)	2021-
Member	Ad Hoc Committee on Grading Inflation	2021-
Chair	<i>Management Skills</i> Curriculum Ad Hoc Committee for module on DEI	2020-2021
Member	<i>Leading in the Digital World</i> Curriculum Committee	2020
Academic Integrity Facilitator / Conduct Officer	Academic Integrity	2020
Member	<i>Negotiations</i> Online MBA Curriculum Committee	2019
Member	Non-Tenure Track Faculty Search Committee	2019
Rutgers Honors College Capstone Liaison	Rutgers Honors College (in collaboration with Rutgers Business School)	2018-
Member	<i>Organizational Behavior</i> Curriculum Committee	2018

Position	Broader community-level	Duration
Ad Hoc Reviewer	Rutgers Business Review	2022-
Ad Hoc Reviewer	Societies	2022-
Ad Hoc Reviewer	Journal of Information Policy	2022-
Advisor	US Election Assistance Commission	2021-
Ad Hoc Reviewer	American Sociological Review	2021-
Advisor	Reckitt Benckiser Group PLC	2021-

Advisor	National Labor Relations Board	2021-2022
Advisor	US Department of Labor, Office of Disability Employment Policy	2021-2022
Ad Hoc Reviewer	International Association for Conflict Management	2020-
Advisor	US House of Representatives, Committee on Oversight and Reform	2019
Grant Referee	Advanced Rehabilitation Research Training Program (National Institute on Disability, Independent Living, and Rehabilitation Research)	2019
Advisor	BrownMill Company	2018-2020
Ad Hoc Reviewer	International Journal of Human Resource Management	2014-

Awards

Title	Description	Reward	Year
Dean's Meritorious Service Award	Recognized for outstanding service at Rutgers Business School	\$3K	2022
2021 AMD Best Article Award	Recognized by the Academy of Management for having a clear and important contribution to the field	N/A	2021
Dean's Meritorious Education Innovation Award	Recognized for outstanding teaching innovations at Rutgers Business School	\$3K	2021
The Provost's Award for Excellence in Teaching Innovations	Recognized for teaching practices involving innovative approaches to enhance learning outcomes, new forms of pedagogy, instructional technologies, or innovative multimedia	\$2.5K	2021
RBS Innovation Challenge	Recognized for my proposal on remote instruction	N/A	2020
The Presidential Award for Excellence in Teaching	This is the highest recognition that a faculty member can receive for outstanding teaching at Rutgers University	\$1K	2019
Dean's Meritorious Teaching Award	Recognized for outstanding teaching at Rutgers Business School	\$3K	2019
NTT Excellence in Scholarly Contributions Award	Recognized for outstanding research at Rutgers Business School	\$3K	2019
TA/GA Professional Development Fund	Intended to help facilitate progress toward completing PhD	\$2.4K	2015
Lowenthal Memorial Fund	Awarded to students in the Master of Labor and Employment Relations Program	\$1.5K	2010

Fellowships

Position	Organization	Reward	Year
Research Fellow	Center for Women in Business	N/A	2021-
Teaching Fellow	Rutgers Honors College	\$20K	2015-2016
Research Fellow	Burton Blatt Institute, Syracuse University	\$10K	2011-2012

Professional employment

Position	Organization	Duration
Associate Professor of Professional Practice	Rutgers Business School	2021-
Director of Special Projects	Rutgers Business School	2019-
Faculty Liaison with Undergraduate Students	Rutgers Business School	2019
Assistant Professor of Professional Practice	Rutgers Business School	2017-2021
Director of Education	Rutgers Honors College	2016-2017
Instructor of Record	Rutgers Honors College	2015-2016
Silent partner	Green Auto Service LLC	2015-
Diversity and Inclusion Consultant	Droga5	2014
Instructor of Record	School of Management and Labor Relations	2012-2018
Research Fellow	National Institute on Disability, Independent Living, and Rehabilitation Research	2011-2012
Field Examiner	National Labor Relations Board	2010-2012
Teaching Assistant	School of Management and Labor Relations	2010-2011
Research Assistant	Edward J. Bloustein School of Planning and Public Policy	2010-2011

Professional memberships

Academy of Management
Labor and Employment Relations Association

References

Douglas L. Kruse, PhD

Distinguished Professor of Human Resource Management
School of Management and Labor Relations
Rutgers, the State University of New Jersey
dkruse@smlr.rutgers.edu

Terri R. Kurtzberg, PhD

Professor
Management and Global Business
Rutgers Business School
Rutgers, the State University of New Jersey
tk@business.rutgers.edu

Adrienne Colella, PhD

Professor & James W. McFarland Distinguished Chair of Business
Freeman School of Business
Tulane University
acolella@tulane.edu