*Curriculum Vitae*

**Mark D. Gough**

The Pennsylvania State University

School of Labor and Employment Relations

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**ACADEMIC EMPLOYMENT**

2021 — present Associate Professor, School of Labor Studies and Employment Relations,

The Pennsylvania State University.

2015 — 2021 Assistant Professor, School of Labor Studies and Employment Relations,

The Pennsylvania State University.

**EDUCATION**

Ph.D., 2010 — 2015 School of Industrial and Labor Relations, Cornell University, Ithaca, NY.

Cornell Law School, Cornell University, Ithaca, NY.

M.S., 2006 — 2008 Department of Labor Studies and Employment Relations, The Pennsylvania State University, University Park, PA.

B.A., 2004 — 2008 Department of Labor Studies and Employment Relations, The Pennsylvania State University, University Park, PA.

B.A., 2004 — 2008 Department of Economics, The Pennsylvania State University, University Park, PA.

**AREAS OF SPECIALIZATION**

Alternative Dispute Resolution, Sexual Harassment, Negotiations, Employment and Labor Law

**ACADEMIC PUBLICATIONS**

(\*signifies equal authorship)

Sohn, Joon and **Mark Gough**. *forthcoming*.“Thinking Globally, Acting Locally: Applying Internal Labor Market Theories on Law Firms with Multiple Branch Offices.” *Advances in Industrial and Labor Relations.*

Maffie, Michael and **Mark Gough**. *forthcoming*.“Bargaining Against the Machine: A Theory of Bargaining Power in the Gig Economy.” *Advances in Industrial and Labor Relations.*

**Gough, Mark.** *2021.*“Characteristics and Professional Practices of Labor and Employment Arbitrators.” *Arbitration Law Review, Vol(12), pp. 117-138.*

**Gough, Mark.** 2021*.*“Employment Discrimination Outcomes in Arbitration and Civil Litigation: A Tale of Two Forums” *Industrial and Labor Relations Review.* pp.1-23.

\***Gough, Mark** and Emily Taylor-Poppe. 2020. “(Un)Changing Rates of Pro Se Representation in Federal Court” *Law and Social Inquiry.* pp. *1-23.*

**Gough, Mark** and Alex Colvin. 2020. “Decision-Maker and Context Effects in Employment Arbitration." *Industrial and Labor Relations Review*, 73(2), pp. 479-497.

**\*Gough, Mark** and Kyle Alpert. 2019. “Who Supports Certification: Insights from Employment Arbitrators.” *British Journal of Industrial Relations,* 57(4), pp. 850-869.

**Gough, Mark.** 2018. “How Do Organizational Environments and Mandatory Arbitration Shape Employment Attorney Case Selection? Evidence from an Experimental Vignette.” *Industrial Relations: A Journal of Economy and Society*, 57(4), pp. 541-567.

**Gough, Mark.** 2016. “Employment Lawyers as Gatekeepers: How Employment Arbitration Affects Employee Access to Justice.” *Advances in Industrial and Labor Relations, Vol 22, pp. 105-134.*

\*Colvin, Alex and **Mark Gough**. 2015. “Individual Employment Rights Arbitration in the U.S.: Actors and Outcomes." *Industrial and Labor Relations Review* 68(5), pp. 1019-1042.

**Gough, Mark.** 2014. “The High Costs of an Inexpensive Forum: An Empirical Analysis of Employment Discrimination Claims Heard in Arbitration and Civil Litigation.” *Berkeley Journal of Employment and Labor Law*, *Vol. 35, Issue* 1-2,pp. 91.

Shapiro, David, **Mark Gough**, and Roger Pongi. 2011. “Gender, Education, and the Labour Market in Kinshasa.” *African Population Studies*, Vol. 25, No. 2, pp. 487.

Branch, Rapheal, James Buszuwski, Albert E. Schwenk, and **Mark Gough**. 2008. “Transitional Employment Cost Indexes for Seasonal Adjustment.” *Monthly Labor Review*, April 2008, pp. 25.

**SELECTED PUBLICATIONS**

(\*signifies equal authorship)

**Gough, Mark**. 2020. *Professional Characteristics of Labor and Employment Arbitrators*. Research report to the National Academy of Arbitrators.

\***Gough, Mark** and Alex Colvin. 2015. *Understanding the Professional Practices and Decision-Making of Employment Arbitrators*. Research report to the National Academy of Arbitrators.

**\*Gough, Mark** and Alex Colvin. 2014. *Comparing Mandatory Arbitration and Litigation: Access, Process, and Outcomes*. Research report to the National Employment Lawyers Association.

**WORKS IN PROGRESS**

“Is Employment Law a Substitute for Unionization?” (with Brad Weinberg) (*Data Collection, Target:* ILR Review)

“Signaling Effects of Dispute Resolution Procedures on Organizational Attraction” (with Jean Philips) (*Data Collection, Target*: Journal of Applied Psychology)

“Can Bad Be Better? Perceptions of Procedural Justice in Arbitration and Litigation” (*Data Collection, Target*: ILR Review)

“Network Effects and Workplace Neutrals” (with Hee Man Park and Joon Sohn) (*Under Review:* Human Resource Management Journal)

**CONFERENCE PRESENTATIONS**

**Gough, Mark**. “We Are Not Immune: Implicit Bias, Procedural Fairness, and Impact of Virtual Hearings.” Co-Organizer and Moderator, 72nd Annual Labor and Employment Relations Association Conference. Virtual. June 2021.

**Gough, Mark**. “Tips for Embracing Diversity in Selecting Neutrals for Labor and Employment Disputes.” Co-Organizer, 72nd Annual Labor and Employment Relations Association Conference. Virtual. June 2021.

**Gough, Mark**. “Teaching Employment Relations and Collective Bargaining in Higher Education.” Organizer and Moderator, 72nd Annual Labor and Employment Relations Association Conference. Virtual. June 2021.

Fincher, Richard and **Mark Gough.** “The Future of Workplace Dispute Resolution Conference” Co-Organizer and Moderator. Virtual. February, March, April 2021.

**Gough, Mark.** “Employment Arbitrator Characteristics and Controversies.” Invited Presentation at New York Chapter of American Arbitration Association Employment Arbitration Section. Virtual. June 2020.

**Gough, Mark**. “Diversity and Dispute Resolution.” Presentation at the 71st Annual Labor and Employment Relations Association Conference. Virtual. June 2020.

**Gough, Mark**. “Empirical Insights for Employment Neutral Practitioners.” Presentation at the 71st Annual Labor and Employment Relations Association Conference. Cincinnati, OH. June 2020.

**Gough, Mark.** “Exploring Mandatory Employment Arbitration.” Invited Presentation at Virtual Chapter of Labor and Employment Relations Association, State College, PA. April 2020.

**Gough, Mark.** "Employment Disputes in Mandatory Arbitration and Civil Litigation: Comparing Outcomes and Stakeholder Perceptions." Invited Panelist at Arbitration Law Review Symposium: Collective Bargaining and Adhesive Arbitration, Penn State Law School, State College, PA. February 2020.

**Gough, Mark.** “Adoption and Diffusion of Employment Arbitration in U.S. Firms.” Invited Presentation at Queen's University Industrial Relations Program, Queen's University, Kingston, ON. January 2020.

**Gough, Mark.** "Creating a Dispute Resolution System That is Accessible and Just.” Participant at Employment Dispute Resolution Roundtable: Arbitration/Class Action Waivers vs EEOC/Litigation, Cornell Center for Innovative Hospitality Labor and Employment Relations, New York, NY. November 2019.

**Gough, Mark. “**Addressing Challenges to Employment Arbitration.” Invited Participant at New York University School of Law and the American Arbitration Association, New York, New York. November 2019.

**Gough, Mark**. “Signaling Effects in Employment Discrimination Claims.” Presentation at the 70th Annual Labor and Employment Relations Association Conference. Cincinnati, OH. June 2019.

**Gough, Mark**. “Employment and Labor Arbitrators: Demographics, Decision-Making, and Debates.” Presentation at National Academy of Arbitrator Annual Conference. Philadelphia, PA. March 2019.

**Gough, Mark**. “Honors Education in Social Sciences.” Presentation at the Honors Advising and Teaching Conference. Pennsylvania State University, State College, PA. October 2018.

**Gough, Mark**, and Kyle Alpert. “Who Supports Certification? Evidence from Employment Arbitrators.” Presentation at the Occupational Licensing and Regulation Conference. London School of Economics, London, England. March 2018.

**Gough, Mark.** “Millennials in the Workforce.” American Arbitration Association Labor Arbitration Conference. San Diego, CA. March 2018.

Alpert, Kyle and **Mark Gough**. “Credentialing in Employment Arbitration.” Presentation at the Society for the Advancement of Socio-Economics. Lyon, France. June 2017.

**Gough, Mark.** “Who Supports Certification? Evidence from Employment Arbitrators.” Presentation at the 69th Annual Labor and Employment Relations Association Conference. Anaheim, CA. May 2017.

**Gough, Mark**, and Kwan Lee. “Institutional and Organizational Context and Firm Adoption of Arbitration” Presentation at the 67th Annual Labor and Employment Relations Association Conference. Pittsburgh, PA. May 2015.

**Gough, Mark**. “Empirical Analysis of Employment Discrimination Claims in Arbitration and Civil Litigation.” Presentation at the 66th Annual Labor and Employment Relations Association Conference. Portland, OR. May 2014.

**Gough, Mark**. “Empirical Analysis of Employment Discrimination Claims in Arbitration and Civil Litigation.” Presentation at the 10th Annual Inter-University Graduate Conference. Cornell Law School, Ithaca, NY. April 2014.

**Gough, Mark**. “Putting Employment Arbitration Policy in Perspective: Why American Courts Should Learn from Europe.” Presentation at Marco Biagi Conference, Modena, Italy. March 2014.

**Gough, Mark**. “Diluted Justice: An Empirical Assessment of Pre-dispute Mandatory Employment Arbitration.” Presentation at symposium of Berkeley Journal of Employment and Labor Law. Berkeley School of Law, Berkeley, CA. February 2014.

**Gough, Mark**, and Alex Colvin. **“**Individual Employment Rights Arbitration in the U.S.: Actors and Outcomes.**”** Presented at the 6th Annual People and Organizations Conference (Roundtable). Wharton School of Business, Philadelphia, PA. October 2013.

**Gough, Mark**, and Manfred Elfstrom. **“Conflict and Conflict Resolution: New Trends and Actors.**”Presented attheLabor and Employment Relations Association 15th Annual PhD Student Consortium, St. Louis, MO. June 2013.

**Gough, Mark.** “Mainstreaming Creative Conflict Resolution: The Growth and Controversy of Employment Arbitration.” Presented at the Association for Conflict Resolution of Greater New York, Benjamin N. Cardozo School of Law, New York, NY. June 2013.

**Gough, Mark**. “Employment Disputes in Arbitration and Civil Courts: A Tale of Two Forums.” Presented at the 2nd Spring School of the German Industrial Relations Association. Freie University, Berlin, Germany. March 2013.

Colvin, Alex, and **Mark Gough. “**Individual Employment Rights Arbitration in the U.S.: Actors and Outcomes.**”** Presented at the International Labor and Employment Relations Association. Philadelphia, PA. July 2012.

**RESEARCH GRANTS**

“Comparative Analysis of Results of Employment Arbitration and Litigation.” (Principal Investigator: Mark Gough). National Academy of Arbitrators. Awarded: $15,750. May 2021.

“LERA Future of ADR Web Conference Series.” (Principal Investigator: Mark Gough). National Academy of Arbitrators. Awarded: $6,900. February 2021.

“Employment Arbitrators: A New Profession?” (Principal Investigator: Mark Gough). National Academy of Arbitrators. Awarded: $24,000. October 2017.

“Understanding the Professional Practices and Decision-Making of Employment Arbitrators:

The Impact of Institutional Environments and Workplace Context.” (Principal Investigators: Alexander Colvin and Mark Gough). National Academy of Arbitrators. Awarded: $27,000. June 2014.

“Case Selection Procedures of Employment Plaintiff Attorneys.” (Principal Investigator: Alexander Colvin). American Association for Justice. Awarded: $43,060. March 2012.

**AWARDS & FELLOWSHIPS**

Thomas A. Kochan & Stephen R. Sleigh Best Dissertation Award 2016

LERA Student Paper Competition First Prize Winner 2014

Center for Teaching Excellence (CTE) Graduate Teaching Assistant Fellowship, Cornell University ($2,000) 2011-2013

Association for Conflict Resolution of Greater NY (ACR-GNY) Graduate Student Paper Competition First Prize Winner 2013

ILR Travel Grant, Cornell University 2012-2013

College Marshall for the College of Liberal Arts, Pennsylvania State University (selected as top student among the 27 departments comprising the College of Liberal Arts) 2008

Fulbright Finalist, English Teaching Assistantship in Thailand 2008

**TEACHING EXPERIENCE**

The Pennsylvania State University, School of Labor and Employment Relations Fall 2015-Present

**Instructor**

LER 100: Introduction to Labor and Human Resources (undergraduate)

LER 100H: Honors Introduction to Labor and Human Resources (undergraduate)

LER 304: Labor Relations (undergraduate)

LER 499: International HRM: Swedish Experience (undergraduate)

LER 437: Workplace Dispute Resolution (undergraduate)

LHR 452: Human Resources in Tech (undergraduate)

HRER 504: Introduction to Employment Relations (graduate)

Cornell University, School of Industrial and Labor Relations Spring 2011-Fall 2014

**Teaching Assistant**

Collective Bargaining (Undergraduate)

**AFFILIATIONS**

Labor and Employment Relations Association

Industry Studies Association