

*Curriculum Vitae*  
**Mark D. Gough**

The Pennsylvania State University  
School of Labor and Employment Relations

507A Keller Building  
University Park, PA 16803  
Phone: 301-639-0766  
Email: [mdg228@psu.edu](mailto:mdg228@psu.edu)

## **ACADEMIC EMPLOYMENT**

---

- |                |                                                                                                              |
|----------------|--------------------------------------------------------------------------------------------------------------|
| 2021 — present | Associate Professor, School of Labor Studies and Employment Relations,<br>The Pennsylvania State University. |
| 2015 — 2021    | Assistant Professor, School of Labor Studies and Employment Relations,<br>The Pennsylvania State University. |

## **ADMINISTRATIVE ASSIGNMENTS**

---

- |                |                                                                                                                   |
|----------------|-------------------------------------------------------------------------------------------------------------------|
| 2021 — present | Director of Undergraduate Studies, School of Labor and Employment<br>Relations, The Pennsylvania State University |
| 2019 — present | Chair of Dispute Resolution Interest Section, Labor and Employment<br>Relations Association                       |

## **EDUCATION**

---

- |                    |                                                                                                                                  |
|--------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Ph.D., 2010 — 2015 | School of Industrial and Labor Relations, Cornell University, Ithaca, NY.<br>Cornell Law School, Cornell University, Ithaca, NY. |
| M.S., 2006 — 2008  | Department of Labor Studies and Employment Relations, The Pennsylvania<br>State University, University Park, PA.                 |
| B.A., 2004 — 2008  | Department of Labor Studies and Employment Relations, The Pennsylvania<br>State University, University Park, PA.                 |
| B.A., 2004 — 2008  | Department of Economics, The Pennsylvania State University, University<br>Park, PA.                                              |

## **AREAS OF SPECIALIZATION**

---

Alternative Dispute Resolution, Arbitration, Employment and Labor Law

## ACADEMIC PUBLICATIONS (\*signifies equal authorship)

---

Aydinliyim, Lauren, **Mark Gough**, and Dorothea Roumpi. *Forthcoming*. "Signed but Not Seen: Restrictive Covenants in Employment Contracts" *ABA Journal of Labor and Employment Law*.

Park, Hee Man and **Mark Gough**. 2024. "Unraveling Gender Disparities in Arbitrators' Social Networks: Differential Effects of Centrality and Tie Strength on Career Outcomes Among Labor and Employment Arbitrators." *Equality, Diversity and Inclusion: An International Journal*.

**\*Gough, Mark** and Alex Colvin. 2023. "Mandatory Employment Arbitration." *Annual Review of Law and Social Science*. pp. 1-14.

Sohn, Joon, **Mark Gough** and Jae Eun Lee. 2023. "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**. 2023. "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** and Harry Katz. 2025. Adoption and Views of AI Among Arbitrators. Research report to National Academy of Arbitrators.

**Gough, Mark.** 2025. *Contracts That Bind: Untangling the Use of NDAs, Forced Arbitration and Other Restrictive Covenants in the U.S. Labor Market*. Research report to American Association for Justice.

**Gough, Mark.** 2025. *Forced to Settle: The Unseen Costs of Arbitration vs. Litigation*. Research report to American Association for Justice.

**Gough, Mark.** 2023. *Breaking the Silence: Stakeholder Experiences with New Jersey's Non-Disclosure Agreement Ban*. Research report to Lift Our Voices.

**Gough, Mark.** 2023. *DOL Updates Employee Classification Standards*. Perspectives.

**Gough, Mark** and Harry Katz. 2023. *NAA: Diversity, Practice Characteristics, and Remote Technologies*. Research report to the National Academy of Arbitrators.

**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**

"Towards a Multi-Dimensional View of Job Quality, its Determinants, and Outcomes" (*Under Review – Title Changed*)

"Beyond the Signature: the Impact of Restrictive Covenants on Newly-Hired Employees" (*Writing*)

*“Can Bad Be Better? Perceptions of Procedural Justice in Arbitration and Litigation” (Data Collection/Writing)*

*“Is Employment Law a Substitute for Unionization?” (Data Collection)*

## CONFERENCE PRESENTATIONS

---

**Gough, Mark.** “AI in Arbitration.” Presentation 77th Annual Labor and Employment Relations Association Conference. Seattle, WA. June 2025.

**Gough, Mark** and Tashlin Lakhani. “Franchising and Joint Employer Liability: Examining the Effects of Ownership Structure and Control on Workers' Access to Justice.” Presentation 77th Annual Labor and Employment Relations Association Conference. Seattle, WA. June 2025.

Aydinliyim, Lauren, **Mark Gough**, and Dora Roumpi. “Beyond the Signature: Impacts of Restrictive Covenants on Newly Hired Workers.” Academy of Management. Chicago, IL. August 2024.

**Gough, Mark** and Tashlin Lakhani. “Towards a Multi-Dimensional View of Job Quality, its Determinants, and Outcomes.” Presentation 73rd Annual Labor and Employment Relations Association Conference. New York, NY. June 2024.

**Gough, Mark.** “Controlling the Costs of Arbitration.” Invited Presentation at the American Arbitration Association. Virtual. August 2023.

**Gough, Mark.** “Controlling the Costs of Arbitration.” Invited Presentation 72<sup>nd</sup> Annual Labor and Employment Relations Association Conference. Detroit, MI. May 2023.

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

**Gough, Mark.** “Teaching Employment Relations and Collective Bargaining in Higher Education.” Organizer and Moderator, 72<sup>nd</sup> 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 71<sup>st</sup> Annual Labor and Employment Relations Association Conference. Virtual. June 2020.

**Gough, Mark.** "Empirical Insights for Employment Neutral Practitioners." Presentation at the 71<sup>st</sup> 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 70<sup>th</sup> 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 69<sup>th</sup> 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 67<sup>th</sup> 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 66<sup>th</sup> 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 10<sup>th</sup> 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 6<sup>th</sup> 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 at the Labor 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 2<sup>nd</sup> 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

---

“AI and Arbitration.” (Principal Investigator: Harry Katz -Cornell)- and Mark Gough). National Academy of Arbitrators. Awarded: \$50,000. August 2024.

“Understanding Effects of NJ prohibition on NDAs” (Principal Investigator: Mark Gough). Ford Foundation. Sub-Award: \$35,000. March 2023.

“Analyzing Prevalence and Consequences of Restrictive Covenants at Work” (Principal Investigators: Mark Gough and Alexander Colvin). American Association for Justice. Awarded: \$75,000. December 2022.

“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.

## EDITORIAL AND ADVISORY BOARDS

---

Human Resource Management Journal – 2021-present

---

## AWARDS & FELLOWSHIPS

---

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

2014- LERA Student Paper Competition First Prize Winner

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

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

2012-2013 - ILR Travel Grant, Cornell University

2008 - 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

## 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