

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

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)

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

Sohn, Joon and **Mark Gough**. 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. 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

“Network Effects and Workplace Neutrals” (R&R)

“Job Quality in the Hospitality Sector” (*Preparing for submission*)

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

“Beyond the Signature: the Impact of Restrictive Covenants on Newly-Hired Employees” (*Data Collection*)

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

CONFERENCE PRESENTATIONS

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 72nd 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, 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 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 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

“Understanding Effects of NJ prohibition on NDAs” (Principal Investigator: Mark Gough). Ford Foundation. Sub-Award: \$25,000. 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.

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