

## **Derek C. Jones: CURRICULUM VITA**

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Derek C. Jones, Irma M. and Robert D. Morris Professor of Economics

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### **Education:**

1974 Ph.D. Cornell: Labor; Comparative Economic Systems; Macro; Development  
1969 M.Sc. London School of Economics; Economics & Industrial Relations; Graduated with Distinction  
1968 B.A. Newcastle Upon Tyne, England; Economics, First Class Honors

### **Employment and Institutional Affiliation:**

Hamilton College: Professor, 1984- ; Associate Professor, 1978; Assistant Professor, 1973; Instructor, 1972. Chair, Economics Department: 2005-8; 2003-06; 1978-1983; 1987-1992; Acting Chair, 1975-76  
Director, New York Program: Fall, 2007; Fall 2010; Fall, 2013; Fall 2016.

Research Fellow/Director Research Director, Economics, 2007-Mondragon Academic Community University. MCAC is closely linked with Mondragon University and MCC.  
(See <http://www.mondragon.edu/cac2>).  
Research Fellow, Davidson Institute (University of Michigan) 2001-  
Research Fellow, SKOPE, University of Oxford and Warwick, 2003-  
Faculty Fellow and Mentor, School of Management and Labor Relations at Rutgers University, 2011-  
Research Fellow, Program on Participation and Labor Management (Cornell) 1974-95

### **Visiting Positions**

(Usually 3-12 months) 2018 Visiting Fellow, University of Durham, UK  
2006-2014 Various spells as a Visiting Professor Economics, Aalto University (formerly Helsinki School of Economics)  
2002-2003, Visiting Professor, Pembroke College, Oxford.  
1996-1997 Visiting Professor, London Business School and Visiting Scholar, Cambridge University  
1984-1985, Hallsworth Fellow, Manchester University,  
1976-1977, S.S.R.C. Fellow, Warwick University,

### **Visiting Fellow:**

(1-3 months) University of Durham Business School, Fall 2015  
University of Richmond Business School, Fall 2015  
Institute of Innovation Research, Hitotsubashi University, July-September 2002  
Center for East European Studies, Copenhagen Business School, 1997-2000  
Arbetslivcentrum, Stockholm, 1988, 1990  
European University Institute, Florence, 1984  
Warwick, 1983

Internship: General Foods Corporation, May 1988

Cornell: Instructor, 1971

### **Fellowships, Prizes and Honors (Excluding grants):**

2018	COFUND Senior International Research Fellowship, University of Durham, UK
2006-2014	Several Fellowships from Finnish Foundation for Education; (tenable at Helsinki School of Economics/Aalto University)
2009	Ikerbasque Fellowship (tenable at Mondragon University)

2008	Inaugural winner of Career Achievement Award, Hamilton College
2003-2004	President, Association Comparative Economic Studies
1996-1998	President, Economics of Participation (IAFEP)
1999 -	In 1999 I was appointed the inaugural holder of the Irma M. and Robert D. Morris Professorship in Economics; I continue to hold that Chair.
1990	Fulbright (Research) to Bulgaria. (Declined.).
1987-1991	First incumbent of the James L. Ferguson Professorship, Hamilton; renewed 1996-1999
1984-85	Hallsworth Fellowship, Manchester,
1983	German Marshall Fund Research Fellow,
1976-77	S.S.R.C. Fellowship, University of Warwick, U.K.,
1969-72	Humanities and Social Sciences Fellow, Cornell,

#### **Books:**

1. **Participatory and Self-Managed Firms: Evaluating Economic Performance** (with Jan Svejnar, ed., Lexington, Massachusetts, 1982. Reprinted, 1983.
- 2-6. With Jan Svejnar I co-edited the first five volumes of the series **Advances in the Economic Analysis of Participatory and Labor Managed Firms**, published by JAI. These volumes were published between 1985 and 1995.
7. **The Bulgarian Economy: Lessons from Reform During Early Transition** (with Jeffrey Miller, ed.) Brookfield, Vermont: Ashgate. 1997.
8. **New Economy Handbook** (Senior Editor), Academic Press, 2003.

#### **Citations and Scholarly Profiles**

Google Scholar, h index 42; i10 index 82; More than 7900 citations. Since 2011, my work has averaged almost 400 cites each year; (see <https://scholar.google.com/citations?user=0skb6yQAAAAJ&hl=en>). Listed in Who's Who in Economics (Elgar, 2003) (a citation based compilation of leading economists). Ranked in the top 15 of liberal arts Professors in economics by Bodenhorn, (The Journal of Economic Education , Vol. 34, No. 4, Fall, 2003).

See also [http://www.researchgate.net/profile/Derek\\_Jones6](http://www.researchgate.net/profile/Derek_Jones6) and <http://papers.ssrn.com/sol3/results.cfm?RequestTimeout=5000000>

#### **Selected Articles:**

1. "British Producer Cooperatives and the Views of the Webbs on Participation and Ability to Survive," **Annals of Public and Cooperative Economy\***, Vol. 46, Jan. /March, 1975, pp. 23-44. Reprinted as "British Producer Cooperatives," in K. Coates (ed.), **The New Worker Cooperatives**, Spokesman, Nottingham, 1976
2. "Workers' Management in Britain," **Economic Analysis and Workers' Management**, Vol. IX, No. 3-4, 1975, pp. 331-38.
3. "British Economic Thought on Associations of Labourers, 1848-1974," **Annals of Public and Cooperative Economy**, Vol. 47, Jan./March, 1976, pp. 5-36. Reprinted in: (i) **Revista della Cooperazione**, 2 Nuova Series, March, 1980, pp. 39-68; (ii) Reprinted in **The Economics of Worker Cooperatives**, edited by John Pencavel, Elgar, Critical Writings in Economics, 2013.
4. "The Bullock Report," **Economic Analysis and Workers' Management**, v. XI, No. 3-4, 1977, pp. 245-280.
5. "British Producer Cooperatives in the Footwear Industry: An Empirical Evaluation of the Theory of Financing," (with David K. Backus), **Economic Journal**, Vol. 87, 1977, pp. 488-510.
6. "The Economics and Industrial Relations of American Producer Cooperatives, 1791-1939," Vol. XI, **Economic Analysis and Workers' Management**, 1977, pp. 295-317.
7. "Producer Cooperatives in Industrialized Western Economies: An Overview," **Annals of Public and Cooperative Economy\***, No. 2, 1978, pp. 149-161. Reprinted in: **The Economic Record**, vol. 26, 1979.
8. "Les Cooperatives de Production dans les economies industrialises," **Communautes Archives de Science Sociales de la Cooperation et des Developpement**, No. 47, Janvier-Mars, 1979, pp. 80-96.

9. "U.S. Producer Cooperatives: The Record To Date," **Industrial Relations**, Vol. 18, Fall, 1979, pp. 342-357. Reprinted in: **Producer Cooperatives and Labor Managed Systems**, edited by D.L. Prychitko and Jaroslav Vanek., Elgar, 1996.
10. "Producer Cooperatives in Industrialized Western Economies," **British Journal of Industrial Relations**, Vol. 18, July, 1980, pp. 141-154 Reprinted in: (i) **Cooperative Scientific Quarterly**, #4, 1981; **Revue Francais des Affaires Sociales**, 1981; (ii) **Economic Theory of Co-operative Enterprises**, edited Liam Kennedy, 1983, Plunkett Foundation; (iii) as "L'Experience Occidentale de L'Autogestion," **in L'autogestion, un systeme economique?**", ed. A. Dumas, Editions Dunod, 1980, pp. 155-173..
11. "Price Expectations and Union Growth: Some Efficient Results for the USA: 1953-1970," (with Subrahmanyam Ganti). **Indian Journal of Economics**, Vol. LXV, Part 1, July 1984, pp. 75-82.
12. "The Economic Performance of Producer Cooperatives in Command Economies: Evidence for the Case of Poland." **Cambridge Journal of Economics**, 1985, Vol. 9, No. 2, pp. 111-126. Reprinted in: **Producer Cooperatives and Labor Managed Systems**, edited by D.L. Prychitko and Jaroslav Vanek., Elgar, 1996.
13. "The Effects of Worker Participation in Management on Enterprise Performance: Some Empirical Evidence," (with Saul Estrin and J. Defourney), **International Journal of Industrial Organization**, Vol. 3, 1985, pp. 197-217.
14. "In Search of a Theory of Formation for U.S. Producer Cooperatives: Tests of Alternative Hypotheses" (with Michael Conte), **Proceedings of the Thirty Seventh Annual Meeting of IRRA**, 1985, pp. 377-384.
15. "The Cooperative Sector and Dualism in Command Economies: Theory and Evidence for the Case of Poland," **Advances in the Economic Analysis of Participatory and Labor Managed Firms**, Vol. 1, 1985, pp. 195-218.
16. "The Potential Role of Workers' Cooperatives in Poland," **Science and Public Policy**, Vol. 12, No. 2, April, 1985, pp. 61-66.
17. "Participation, Profit Sharing, Worker Ownership and Efficiency in Italian Producer Cooperatives", (with Jan Svejnar), **Economica**, Vol. 52, No. 208, November, 1985, pp. 449-465.
18. "Ambiguous Legacies," **Society**, Vol. 23, No. 3, 1986, pp. 55-58.
19. "Productivity Effects of Worker Participation: Producer Cooperatives in Western Economies," (with Saul Estrin and Jan Svejnar). **Journal of Comparative Economics**, Vol. 11, 1987, pp. 40-61. Reprinted in: **Producer Cooperatives and Labor Managed Systems**, ed. by D.L. Prychitko and Jaroslav Vanek., Elgar, 1996.
20. "The Productivity Effect of Worker Directors and Worker Financial Participation in the Firm: The Case of British Retail Cooperatives," **Industrial and Labor Relations Review**, Vol. 41, No. 1, October 1987, pp. 79-92.
21. "Alternative Sharing Arrangements: A Partial Review of the Evidence and Some Policy Implications for the U.S.," **Economic and Industrial Democracy**, Vol. 8, No. 4, 1987, pp. 489-516.
22. "La partecipazione al capitale negli Stati Uniti: stime e valutazioni," **Politiche Del Lavoro**, Vol. 6, 1987, pp. 15-29.
23. "British Evidence on the Employment Effects of Profit Sharing" (with Jeff Pliskin), **Industrial Relations**, Vol. 28, No. 2, Spring 1989, pp. 276-298.
24. "Editorial Introduction." Guest editor for Special Issue on Economic and Industrial Democracy in Eastern Europe, **Economic and Industrial Democracy**, Vol. 10, 1989, pp. 275-282.
25. "Framleioslusamvinnufelag: Kenningar og reynsla" ("Alternative Sharing Arrangements: A Partial Review of the Evidence and Some Policy Implications for Iceland)," **Fjarmalatidindi**, Vol. XXXVI, No. 1, January-April 1989, pp. 53-65. (**Journal of Central Bank of Iceland**).
26. "Evidence on Attitudes Towards Alternative Sharing Arrangements," (with Daniel Egan and Douglas J. Herrmann), **Industrial Relations**, Vol. 28, No. 3, Fall, 1989, pp. 411-418.
27. "Co-determination. A Partial Review of Theory and Evidence," (with G. Hodgson), **Annals of Public and Co-operative Economy**,\* Vol. 60, No. 3, July-Sept., 1989, pp. 329-40.
28. "On Entry in Socialist Economies: Evidence from Bulgaria" (with M. Meurs), **Soviet Studies**, Vol. 43, No. 2, 1991, pp. 311-327.

29. "Employee Ownership: An Overview of its Growing Incidence Around the World" (with Avner Ben-Ner). **Proceedings of the Forty-Third Annual Meeting of the IRRA**, 1991, pp. 374-384.
30. "The Bulgarian Labor Market in Transition." **International Labor Review**, Vol. 130, No. 2, July 1991, pp. 231-248.
31. "Employee Stock Ownership Plans in Japan" (with T. Kato). **Journal of Employee Ownership, Law and Finance**, Vol. III, No. 4, 1991, pp. 125-130.
32. "Worker Participation and Worker Self-Management in Bulgaria" (with Mieke Meurs). **Comparative Economic Studies**, Vol. 44, December 1991.
33. "The Viability of Employee-Owned Firms: Evidence from France (with Saul Estrin). **Industrial and Labor Relations Review**, Vol. 45, No. 2, January 1992, pp. 323-338.
34. "The Transformation of Labor Relations in Eastern Europe: The Case of Bulgaria." **Industrial and Labor Relations Review**, Vol. 45, No. 3, April 1992, pp. 452-470.
35. "Labor Managed vs. Private Firms: An Empirical Comparison of Cooperatives and Private Firms in Central Italy" (with Will Bartlett, John Cable, Saul Estrin, and Stephen Smith). **Industrial and Labor Relations Review**, October, 1992, pp. 103-118. (i) Summary in: *The Changing Nature of Work*, Frank Ackerman, Neva R. Goodwin, Laurie Dougherty, Kevin Gallagher, eds., Island Press, 1998. (ii) reprinted in *Análisis económico de la empresa autogestionada*, 2003, ed. Alfonso Carlos Morales, José Luis Monzón, Rafael Chaves, pp. 101-132, Centro Internacional de Investigación e Información sobre la Economía Pública, Social y Cooperativa, CIRIEC-España.
36. "On the Scope, Nature and Effects of Employee Ownership in Japan" (with Takao Kato). **Industrial and Labor Relations Review**, January, 1993, pp. 352-367.
37. "The Changing Face of Labor Relations and Industrial Relations in Bulgaria," **Forty-Fourth Annual Proceedings, IRRA**, 1993, pp. 578-585.
38. "Hybrid Forms of Enterprise Organization in the Former USSR and the Russian Federation," (with Tom Weisskopf and Alexander Bim). **Comparative Economic Studies**, 1993. Vol. 35, # 1, pp. 1-37.
39. "Theoretical and Empirical Studies of Producer Cooperatives: Will the Twain Ever Meet?" (with John Bonin and Louis Putterman). **Journal of Economic Literature**, Vol. 31, September, 1993, pp. 1290-1320. (i) Reprinted in *Producer Cooperatives and Labor Managed Systems*, ed. D.L. Prychitko and Jaroslav Vanek., Elgar, 1996; (ii) Summary in *The Changing Nature of Work*, Frank Ackerman, Neva R. Goodwin, Laurie Dougherty, Kevin Gallagher, eds., Island Press, 1998; (iii) reprinted *Análisis económico de la empresa autogestionada*, 2003, ed. Alfonso Carlos Morales, José Luis Monzón, Rafael Chaves, pp. 47-80. Centro Internacional de Investigación e Información sobre la Economía Pública, Social y Cooperativa, CIRIEC-España; (iv) Reprinted *The Economics of Worker Cooperatives*, edited by John Pencavel, Elgar, Critical Writings in Economics, 2013.
40. "Productivity Effects of Japanese Employee Stock Ownership Plans (with Takao Kato). **British Journal of Industrial Relations**, Vol. 31, No. 3, 1993, pp. 331-346.
41. "The Effects of Worker Participation on Productivity in Command Economies: Evidence for the Case of Polish Producer Cooperatives." **Managerial and Decision Economics**, Vol. 14, # 5, September-October 1993, pp. 475-485.
42. "Participation des salariés aux bénéfices et au contrôle de l'entreprise: un cadre conceptuel," **Revue Etudes Cooperatives Mutualistes et Associatives**, # 253-254, 3-4, 1994, 91-99.
43. "Why Workers Want Participation and Ownership and Their Effects Upon Productivity" (with Saul Estrin). **Advances in the Economic Analysis of Participatory and Labor Managed Firms**, Vol. 5, 1995, pp.3-24.
44. "Employee Participation in Transitional Economies: Evidence from Bulgaria: 1989-1992." **Economic and Industrial Democracy**, v.16, #1, February 1995, pp.111-135.
45. "Industrial Organization in a Restructuring Socialist Economy: Evidence from Bulgaria" (with Svilen Parvulov **Empirica**, 1995, v. 2, pp. 23-46.
46. "The Productivity Effects of Bonuses and Employee Ownership: Evidence Using Japanese Panel Data" (with Takao Kato). **American Economic Review**, June 1995, v.85, # 3, pp.391-414. Reprinted in: (i)

- Corporate Governance: Responses to Governance issues*, (1999) edited by K. Keasey, S. Thompson and M. Wright, Elgar Reference Collection, International Library of Critical Writings in Economics, vol. 106, Cheltenham, U.K., pp.536-559; (ii) *Japanese Business: Critical Perspectives on Business and Management*, edited S. Beechler and K. Stucker, Routledge, 1997.
47. "Productivity Effects of Employee Ownership: A Theoretical Framework," (with Avner Ben-Ner). **Industrial Relations**, v. 34, # 4, October 1995, pp. 532-554.
  48. "Employee Participation in Transitional Economies: Evidence from Bulgarian Managers," 1995 **Proceedings of 1995 IRRA Meetings**, pp 235-245.
  49. "Successor Unions in Transitional Economies: Evidence from St. Petersburg," **Industrial and Labor Relations Review** v.49, #1, October 1995, pp.39-57.
  50. "Managerial Labor Markets in Transitional Economies (with Takao Kato and Svetlana Avramov). **International Journal of Manpower**, 1995, v.16, # 10, pp. 14-24.
  51. "On Successor Unions in Former Communist Countries: Evidence From Bulgaria, the Czech Republic, Estonia and Russia" 1996, **Advances in Industrial and Labor Relations**, v7, 123-143.
  52. "The Determinants of Executive Compensation in Economies in Transitional Economies: Evidence from Bulgaria (with Takao Kato.) 1996 **Labour Economics** v.3, #3, pp. 319-336.
  53. "Employee Ownership and Control: Evidence from Russia" (with Tom Weisskopf) 1996, **Proceedings of 1996 IRRA Meetings**, pp. 64-76.
  54. "The Nature and the Determinants of Labor Market Transitions in Emerging Market Economies: Evidence from Bulgaria" (with Takao Kato). 1997, **Industrial Relations**, v.36, #2, pp.229-254.
  55. "Employees as Stakeholders," **Business Strategy Review** 1997 Vol 8. #2, pp. 21-24.
  56. "The Determinants of the Incidence of Group Incentives: Evidence from Canada" (with Jeff Pliskin). 1997, **Canadian J. of Economics**, v. 30, November pp. 1027-1045
  57. "The Merchant Capitalist Theory and Eastern Europe: Evidence for Bulgaria" (with Ken Spenner) 1998. **Social Forces**, March, 76 (3):937-65.
  58. "The Determinants of Investment in Employee-owned Firms: Evidence from France" (with Saul Estrin), 1998. **Economic Analysis**, vol. 1, # 1, pp. 17-28.
  59. "Work Incentives and other effects of the Transition to Social Assistance: Evidence from Bulgaria" (with Mariana Kotzeva). 1998 **Empirical Economics**, 23, 237-261.
  60. "The Determinants of Employee Participation During fading Communism and early Transition" (with Kosali Ilayperuma). 1998 **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, vol 6., pp.29-55.
  61. "The Economic Effects of Privatization: Evidence from a Russian Panel," 1998 **Comparative Economic Studies**, vol. XXXX, #2, summer, pp.75-102. reprinted as a chapter in *Volume II: From shock therapy to Putin* part of *The Russian Economy*, a four-volume work ed.by Stephen Fortescue and published by Routledge in their Critical Concepts in Economics series.
  62. "Productive Efficiency During Transition: Evidence from Bulgarian Panel Data" (with Mark Klinedinst and Charlie Rock) 1998 **Journal of Comparative Economics** 26, 446-64.
  63. "Strong Legacies and Weak Markets: A Panel Study of Bulgarian State owned Enterprises During Early Transition" (with Kenneth Spenner, Olga Suhomlinova, Sten Thore and Kenneth Land) 1998 **American Sociological Review**, August, vol. 63, #4, 599-617.
  64. "The Nature and Determinants of Ownership Changes after Privatization: Evidence from Estonia" (with Niels Mygind) 1999, **Journal of Comparative Economics**, 27, 422-441.
  65. "Ownership Patterns and Dynamics after Privatization in Transition Economies: Evidence from the Baltics" (with Niels Mygind) 1999 **Baltic Journal of Economics**, v.2, #2, Winter, 99-140.
  66. "The Effects of Privatization upon Productive efficiency: Evidence from the Baltic Republics" (with Niels Mygind) 2000, **Annals of Public and Cooperative Economics**, v.71, #3, September 415-40.

67. "Preliminary Evidence on Changing Employment Practices in Central New York" (with Takao Kato and Adam Weinberg), **Proceedings of Industrial Relations Research Association**, 2001, 173-182.
68. "Ownership and Productive Efficiency: Evidence from Estonian panel data" (with Niels Mygind), 2002, **Review of Development Economics**, 6 (2), 284-301.
69. "Growth and Regional Inequality in China During the Reform Era" (with Cheng Li and Ann Owen), **China Economic Review**, 2003, vol 14, Issue 2, pp.186-200.
70. "Ownership and Participation: A Review of Empirical evidence for transition Economies" **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, vol 8, 2004, pp. 171-209.
71. "Choice of Ownership Structure and Firm Performance: Evidence from Estonia" (with Panu Kalmi and Niels Mygind), **Post Communist Economies**, Volume 17, Number 1, March, 2005, Pages: 83 - 107
72. "Wage Determination under Plan and Early Transition: Bulgarian Evidence using Matched Employer-Employee Data (with Kosali Ilayperuma Simon) **J. Comparative Economics**, June 2005.
73. "Corporate Governance and executive compensation in Bulgaria after Mass Privatization: Evidence from new panel data" (with Mark Klinedinst) **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, vol 9 , 2006, pp 177-209
74. "The Determinants of Stock Option Compensation: Evidence for Finland" (with Panu Kalmi and Mikko Makinen) **Industrial Relations**, vol 45, No. 3 (July 2006) pp. 437-468.
75. "Human Resource Management Policies and Productivity: New Evidence from an Econometric Case Study" (with Panu Kalmi; Antti Kauhanen) **Oxford Review of Economic Policy**, 2006, vol 22, 526-538
76. "The Productive Efficiency of Italian Producer Cooperatives: Evidence from Conventional and Cooperative Firms" **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, vol 10 , 2007, pp.3-28.
77. "Determinants of Firm level Technical Efficiency: Evidence using a Stochastic frontier approach" (with Evis Sinani and Niels Mygind). **Journal of Corporate Ownership and Control**, vol 5, # 3, 2008, pp. 225-239.
78. "Inequality, Trust and the size of the co-operative sector: Cross country evidence" (with Panu Kalmi) **Annals of Public and Cooperative Economics**, vol 80:2, 2009, 165-195
79. "Capital Investment and Determinants of Financial Constraints in Estonia." (with Bersant Hobdari and Niels Mygind) **Economic Systems**, vol. 33(4) (2009), pp. 344-359.
80. "The Productivity Effects of Stock Options: Evidence from Finland." (with Panu Kalmi and Miko Makinen) **Journal of Productivity Analysis**, vol. 33, Number 1, February, 2010, pp. 67-80.
81. "How does Employee Involvement Stack up? Evidence from an Econometric Case Study of the Effects of Human Resource Management Policies on Performance in a Retail Firm" (with Panu Kalmi and Antti Kauhanen) **Industrial Relations**, vol. (49):1, January 2010, pp.1-21.
82. "Corporate Governance, Firm Size and Liquidity Constraints: A Dynamic Analysis" (with Bersant Hobdari and Niels Mygind), **Comparative Economic Studies**, vol. 52, 2010, pp. 82-103.
83. "Teams, Performance-Related Pay, Profit-Sharing and Productive Efficiency: Evidence from a Food-Processing Plant" (with Panu Kalmi and Antti Kauhanen), **Industrial and Labor Relations Review**, vol. 63, No.4, July 2010, pp. 606-26.
84. "The Effects of High Performance Workplace Practices on Firm and Worker Outcomes: Evidence From a Croatian Econometric Case Study" (with Srecko Goic). **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, edited, Tor Eriksson, 2010, vol. 11, ch. 2, pp. 25-72.
85. "The Effects of Offline Teams on Firm Performance: Evidence from an Econometric Case Study." (with Takao Kato) **Industrial and Labor Relations Review**, January, 2011, pp. 1-26.
86. "Firm and Employee Effects of an Enterprise Information System: Micro-econometric Evidence (with Panu Kalmi and Antti Kauhanen). **International Journal of Production Economics**, 2011,v. 130, pp.159-168.
87. "Majority Ownership and CEO Compensation" (with Niels Mygind). **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, edited, Jed deVaro, 2011, vol. 12, pp. 119-145.
88. "The effects of training on performance and Incomes; Econometric evidence from Finnish Cooperative banks" (with Panu Kalmi and Antti Kauhanen). **Oxford Economic Papers**, 2012, vol. 64, pp. 151-175.

89. "The Incidence, Adoption and Attrition of Financial participation: Evidence from the Finnish Manufacturing Sector" (with Panu Kalmi, Mikko Makinen and Takao Kato). **International J. Of Human Resource Management**, 2012, vol.23, April, pp.1570-89.
90. "Incidence, Coverage and Perceived Participation in Financial Incentive Plans: Evidence from US Cases (with Takao Kato) **International Journal of Human Resource Management**, 2012, vol.23, April, pp.1547-69.
91. "Insider Privatization and firm performance: Evidence from Bulgaria" (with Mark Klinedinst). **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, edited, Alex Bryson, 2012, vol. 13, pp. 185-204. DOI. [10.1108/S0885-3339\(2012\)0000013011](https://doi.org/10.1108/S0885-3339(2012)0000013011)
92. "Economies of Scale Versus Participation: A Co-operative Dilemma?" (with Panu Kalmi), 2012, **Journal of Entrepreneurial and Organizational Diversity**, Volume 1, Issue 1, pp.37-64.
93. "Information Technology and High performance Workplace Practices: Evidence on their Incidence from Upstate New York establishments" (with Jeffrey Pliskin), **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, edited, Douglas Kruse, 2013, vol. 14, pp.61-81.
94. "Employee Ownership as a Mechanism to Enhance Corporate Governance and Moderate Executive Pay Levels." **Interfaces**, November-December 2013, Vol. 43, (6), pp.599-60.
95. "Estabilidad laboral y productividad en el Grupo Eroski" (with Saioa Arando Lasagabaster, Mónica Gago García and Takao Kato) (Job stability and productivity in the Eroski group), REVESCO: **Revista de Estudios Cooperativos**, 2014, Issue 114, pp. 35-58.
96. "The Effects of Innovative Work Practices on Firm and Worker Outcomes: Evidence from Lithuania" (with Modestas Gelbuda and Kimberly Walker ), in **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, edited, Jaime Ortega, 2014, vol. 15, pp. 121-150.
97. "Productive Efficiency in the Mondragon Cooperatives: Evidence from an Econometric case study" (with Saioa Arando, Monica Gago and Takao Kato), **Industrial and Labor Relations Review**, 2015, March, v.68, #2, pp.398-425.
98. "Cooperative, commercial and savings banks in Europe: evidence on comparative efficiency using the frontier approach (with Mikko Mäkinen), **Annals of Public and Cooperative Economy**, 2015, vol. 86, Sept. (3) pp. 401-20.
99. "On Entry of Employee-Owned Firms: Theory and Evidence from U.S. Manufacturing Industries, 1870-1960" (with Michael Conte). **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, edited, Antti Kauhanen, 2015, vol. 16, pp. 1-31.
100. "Membership and Performance in Finnish Financial Cooperatives: A new view of Cooperatives" (with Panu Kalmi), **Review of Social Economy**, 2015, 73 (3), 283-309.
101. "The Determinants of Membership in Cooperative Banks: Common Bond Versus Private Gain" (with Panu Kalmi and Iiro Jussila) **Annals of Public and Cooperative Economy**, 2016, 87 (3), 411-432
102. "Complementarities between employee involvement and financial participation: do institutional context, differing measures, and empirical methods matter? (with Panu Kalmi, Mikko Makinen and Takao Kato) **Industrial and Labor Relations Review**, 2017, 70 (2), 395-418.
103. "How Employment Responds to changes in assets in U.S. Banks and credit unions" (with Matt Poterba and Jeff Pliskin) **Journal of Entrepreneurial and Organizational Diversity**, 2018, v. 6, # 2, pp. 40-66.
104. "The economics of Participation and Employee Ownership (PEO): an assessment" **Journal of Participation and Employee Ownership**, 2018. <https://doi.org/10.1108/JPEO-02-2018-0004>



### **Selected Chapters:**

1. "Worker Participation in Management in Britain: Evaluation, Current Developments and Prospects," in Garson, G. E. (ed.), Worker Self-Management in Industry: The West European Experience, Praeger, N.Y., 1977, pp. 97-151.
2. "British Producer Cooperatives, 1948-68: Productivity and Organizational Structure." Chapter 9 in Jones and Svejnar, eds., 1982.
3. "The Economic Performance of Participatory and Self-Managed Firms: An Historical Perspective and a Review," (with Jan Svejnar). Chapter 1, in Jones and Svejnar, eds., 1982.
4. "American Producer Cooperatives," Chapter 3 in The Performance of Labour Managed Firms, by F. Stephen, ed., Macmillan, 1982.
5. "Self Help Production Cooperatives: Government Administered Cooperatives During the Depression," (with Donald J. Schneider), Chapter 4 in Worker Cooperatives in America, R. Jackall and J. Levin, eds., U. California Press, 1984, pp. 57-84.
6. "American Producer Cooperatives and Employee Owned Firms: A Historical Perspective," Chapter 3 in Worker Cooperatives in America, R. Jackall and H. Levin, eds., U. California Press, 1984, pp. 37-56. Reprinted in The Economics of Worker Cooperatives, edited by John Pencavel, Elgar, Critical Writings in Economics, 2013.
7. "Participation in Worker Cooperatives in Poland" in The Organizational Practice of Democracy, R. N. Stern and S. McCarthy (eds.), Wiley, 1986, pp. 431-451.
8. "The Scope and Nature of Feasible Initiatives in Workplace Democratization and Participation" in Rethinking Economic Strategies, Polity Press, Cambridge. Peter Nolan and Suzanne Paine (eds.), 1986, pp. 270-283.
9. "Empirical Research Into Codetermination: A Comment," in Codetermination: A Discussion of Different Approaches, Jurgen Backhaus and Hans Nutzinger, eds., Springer Verlag. Heidelberg/New York, 1989, pp. 191-197.
10. "Government - Worker Cooperative Relations in Western Industrialized Economies," in Volume II, Les Relations Etat-Cooperatives, I.R.E.C.U.S., Sherbrooke, 1989, pp. 453-466.
11. "Participation, Productivity and the Firm's Environment: A Comment," in Paying for Productivity, Alan Blinder, ed., Brookings, Washington, D.C., 1990, pp. 237-243.
12. "The Effects of Worker Participation, Employee Ownership and Profit Sharing on Economic Performance" (with Jeffrey Pliskin), International Handbook of Participation in Organization, eds. V. Rus and R. Russell, Vol. 2, Oxford U.P., 1991, pp.43-63.
13. "Democracy at the Workplace (with Charles Rock), in Concise Employment of Participation and Co-Management, de Gruyter Studies in Organization, 1992, pp. 967-973.
14. "Privatization in Bulgaria" (with Charles Rock). In Privatization in Central and Eastern Europe, edited by S. Estrin, Longmans, 1994, pp.307-20.
15. "Privatization in the Former Soviet Union and the New Russia," (with Alexander Bim and Thomas Weisskopf). In, Privatization in Central and Eastern Europe edited by S. Estrin, Longmans, 1994, pp.252-278.
16. "Japan: Financial Participation in the Context of Human Resources and Heightened Competitiveness" in Workers' Financial Participation: East-West Experiences, D. Vaughan-Whitehead, ed., ILO, Geneva, 1995.
17. "The Italian System of Producer Cooperatives," (with Alberto Zevi). in Labor Managed Market Economies edited by S. Mahalingam, S.Smith, J.E. Askildsen and D. Vaughan- Whitehead. Mittal Publications, New Delhi, 1993, pp. 301-330.
18. "On the Nature and Performance of Small Firms in Former Socialist Economies: Evidence from Bulgaria" The Economic Impact of New Firms in Post Socialist Countries: Bottom-Up Transformation in Eastern Europe, eds., M.Fritsch and H. Brezinski, Elgar, 1996, pp. 131-150.
19. "The Productivity Effects of Participation in Control and in Economic Returns: A Review of the Econometric Studies" (with A. Ben-Ner and Tzu-Shian Han), in Democracy and Efficiency in the Economic Enterprise, ed. U. Pagano and R. Rowthorn, Routledge, 1996, pp. 209-244.



20. "Evaluation of Active and Passive Labour Market Policy for the Case of Bulgaria: A Comment" in *Lessons from Labour Market Policies in the Transition Economies*, O.E.C.D. Proceedings, Center for Co-operation with the Economies in Transition, Paris, 1996 pp. 119-122.
21. "Profit Sharing and Gain Sharing: A Review of Theory, Incidence and Effects" (with Takao Kato and Jeff Pliskin). Handbook of Human Resources, ed. D. Lewis, D. Mitchell and M. Zaidi, JAI, 1997, pp. 153-174.
22. "Enterprise Adjustment During Transition: Evidence from Bulgaria" (with Stoyko Nikolov) in The Bulgarian Economy during early Transition ed. D.C. Jones and Jeff Miller, Avebury, 1997, pp. 249-71.
23. Employee Ownership in Privatization: lessons from Central and eastern Europe (with Felix Fitzroy et al.). 1998 ILO Experts' Policy Report, pp. 1-46, Hungary. Reprinted in Russian.
24. "Privatization and Restructuring in Russia: A Review and Micro Evidence from St. Petersburg" in Reconstituting the Market: The Political Economy of microeconomic transformation, edited by Paul Hare, Judy Batt and Saul Estrin, Harwood, 1999, pp.277-314.
25. "Employee Participation in Ownership" Comments on a chapter by Ben-Ner, Burns, Dow and Putterman in The New Relationship: Human Capital in the American Corporation, edited by Margaret Blair and Tom Kochan, Brookings, 2000.
26. "Privatization and Economic Performance: Evidence from Estonia" (with Niels Mygind) in Equality, Participation, Transition: Essays in Honour of Branko Horvat, edited by Milica Uvalic and Vojimir Franicevic., Macmillan Press Ltd. (London) and St. Martin's Press, New York., 2000.
27. "Economic Performance in Transitional Economies: The Role of Ownership, Incentives and Restructuring" in Transitions and Institutions edited by A. Corina and V. Popov, Oxford Press, 2001, pp. 153-170.
28. "Managerial Discretion, Business Strategy and the Quality of Jobs: Evidence from medium sized manufacturing establishments in Central New York" (with Takao Kato and Adam Weinberg) in Low Wage America edited by Eileen Applebaum, Annette Bernhard and Richard Murnane, Russell Sage, 2003, pp.479-525.
29. "Corporate Governance Cycles During transition: Theory and evidence for the Baltics" (with Niels Mygind). pp. 253-286 in "Corporate Governance Life Cycle" co-edited by Igor Filatotchev and Mike Wright, Elgar, 2005.
30. "Co-operatives and Employee Ownership" (with Panu Kalmi), International Encyclopedia of Civil Society, edited by Helmut K. Anheier and Stefan Toepler, Springer, 2010, v. 1, pp. 557-563.
31. "Assessing Mondragon: Stability and Institutional Adaptation in the face of Globalization" (with Saioa Arando, Fred Freundlich, Monica Gago and Takao Kato.) Chapter 9 in Employee Ownership and Shared Capitalism: New Directions in Research, edited by Ed. Carberry, 2011. Published by the Labor and Employment Relations Association and distributed by ILR Press/Cornell University Press.
32. "Institutional Innovation in Mondragon: Context, Shape and Consequences" (with Saioa Arando, Fred Freundlich, Monica Gago and Takao Kato). Forthcoming, 2013, in: Pour une nouvelle mondialisation : le défi d'innover, Sous la direction de Juan-Luis Klein et Matthieu Roy, Presses de l'Université du Québec, (Social Innovation Series.)
33. "Co-operative Enterprise" (with Panu Kalmi), in Handbook on the Economics of Philanthropy, Reciprocity and Social Enterprise, pp. 85-93, edited by Luigino Bruni and Stefano Zamagni, Elgar, 2013.

#### **Other Editorial Work:**

1. For volumes 6-10 of Advances in the Economic Analysis of Participatory and Labor Managed Firms, published between 1998 and 2007 by JAI and then Elsevier, I was the series editor; each volume had a guest editor.
2. Guest edited a Special Issue of Economic and Industrial Democracy on "Developments in Workplace Participation in Eastern Europe," Vol. 10, August 1989.
3. Guest editing a special issue of *J. Participation and Employee Ownership* that assesses the work of Jaroslav Vanek, forthcoming 2019.

### **Working Papers (More active work underway on the first 7 papers)**

1. “The Effects of Human Resource Management Practices on Productive Efficiency: Evidence from Estonia (with Niels Mygind and Pat Sen) (Revise and resubmit)
2. “An assessment including a bibliometric analysis of the work of Jaroslav Vanek on Participation and Labor Management”
3. “The productivity effects of worker directors: evidence from the UK” (with Jeff Pliskin). (For presentation at a workshop on Codetermination, LSE, December 2018 and consideration for publication in special issue of *British Journal of Industrial Relations* on that topic.)
4. “Performance Pay and Worker Separation: A Discrete-Time Duration Model Approach” (with Panu Kalmi Takao Kato and Mikko Mäkinen). Under review and Working paper Bank of Finland <https://helda.helsinki.fi/bof/handle/123456789/14936>
5. “Performance Pay and Worker Sorting” (with Panu Kalmi Takao Kato and Mikko Mäkinen). Forthcoming, IZA Paper
6. “The Effects of Human Resource Management Practices on Productive Efficiency: Evidence from Russia
7. “The Effects of Human Resource Management Practices on Productive Efficiency: Evidence for a transition economy” (with Niels Mygind)
8. “The Incidence, Dynamics and Determinants of Employee Involvement: Evidence from Finnish Manufacturing” (with Panu Kalmi, Takao Kato and Mikko Mäkinen.)
9. Teams and Economic performance: Evidence from The Mondragon Co-operatives” (with Saioa Arando Monica Gago and Takao Kato.)
10. “Employment adjustment and lending cyclicity in European banks: the effect of ownership” (with Panu Kalmi and Mikko Mäkinen)
11. “Unions and Life Satisfaction” (with Dan Baer).
12. “What do Unions do in Transition Economies? Evidence From Lithuanian Cases”.
13. “Earnings-Tenure profiles: Tests of Agency and Human Capital Theories using Individual performance Data” (with Takao Kato and Xiao-Yuan Dong) (Invitation to revise and resubmit)
14. “The Nature and Determinants of Executive Compensation in Transitional Economies: Evidence from Russia”
15. “Executive Compensation in Lithuania”
16. “Fair Wages and the supply chain: A case study of a Multinational Firm in the Clothing Industry

### **Book Reviews and Reports:**

About 20 book reviews in journals including: J. Economic Literature; J. Comparative Economics; Economic Analysis and Workers' Management; Industrial and Labor Relations Review; Comparative Economic Systems; Economic and Industrial Democracy; British Journal of Industrial Relations, Economics of Transition

### **Courses Taught:**

Mainly for undergraduates, but also some graduate instruction at different institutions. Courses include: Labor Economics (at various levels); Comparative Economic Systems; Intermediate Macroeconomic Theory ; Workers' Participation in Management and Self-Management; Industrial Relations; Economics of Development; History of Economic Thought; Approaches to political Economy; Comparative Industrial Relations; Senior Thesis; Introductory Economics (Macro, Micro and both in one semester); Economics of Transition; Human Resource Management Policies.

I directed the Hamilton Program in NY in the Fall in 2007, 2010 and 2013. <https://www.hamilton.edu/nyc>

### **Research Support (Excluding Fellowships):**

2011-5. Member of research team (with Panu Kalmi Takao Kato and Mikko Mäkinen) using linked employer-employee data to investigate diverse issues surrounding HR and business performance. Supported by Academy of Finland grant.

2010-14. Member of research team headed by Panu Kalmi, Aalto University. Co-operative Banks in the Financial Crisis: An International Comparison. Funded by the Finnish Cooperative Movement. About 200,000 euros.

2005-2010 NSF, collaborative with Takao Kato. About \$325,000. “Econometric case studies of the nature and effects of Human Resource Management Practices: Evidence from the U.S., China and Finland.

2008-11 Member of research team headed by Panu Kalmi, Helsinki School of Economics examining the nature and effects of new work practices in Finnish manufacturing. Supported by Academy of Finland (Grants 206027 and 120234) and Finnish Environment Fund (Grants 103313 and 108708)

2004-2008 Member of research team headed by Matti Pojehola, Helsinki School of Economics "Econometric Case Studies on the Impact of Workplace Innovations". The project was funded by the Academy of Finland and the Finnish Work Environment Fund. (About 350,000 euros).

2004-2005 Project Director. "Insider Econometrics: Evidence from the Balkans." William Davidson Institute (\$28,000).

2004-2006 Project Director. "Economic Performance and human resource management policies: Econometric evidence for the Baltics and Russia". National Council for Eurasian and East European Research. (\$29,250).

1999-2004 Project Director (with Takao Kato and Adam Weinberg) "Changing Employment Practices and The Quality of jobs: Case studies of Medium Sized Firms in Metropolitan and Non- Metropolitan Communities in Central New York". Russell Sage and Rockefeller (\$253,791).

2001-2003 Project Director "The Determinants of Business Performance During Reform: A panel Study of Bulgarian establishments" National Council for Eurasian and East European Research and Davidson Institute; WDI (University Michigan) (\$75,000)

1998-2000 Project Director "The Nature and Determinants of Executive Compensation: Evidence from Russia, the Baltic Republics and Bulgaria". National Council for Eurasian and East European Research (\$38,000)

1996-1997 Project Director "The Incidence and Effects of Human Management Resource Practices: Evidence for the Baltics. National Council for Soviet and East European Research (\$66,000)

1995-1997 Project Director "The Economics of Privatization: Evidence from the Baltics and St. Petersburg" NSF SES 9511465. (\$92, 000).

1997 Project Director "Executive Compensation in transitional Economies" Davidson Institute Evidence from Bulgaria." NSF SES-9223571. (About \$200,000)

1990-1992 Project Director, "Effects of Alternative Enterprise Forms and Entry of New Firms Under Contemporary East European Socialism: Evidence from Bulgaria," NSF 9010591 (\$112,174).

1987-1990 Project Director, "Economic Effects of Alternative Compensation Systems," NSF #SES-871095. Originally funded July 1987 (\$38,166); renewed in January 1989 (\$47,733).

1983-1986 Project Director, "The Relationship Between Participation, Worker Ownership, Profit Sharing and Performance in French Producer Cooperatives." (Extension of earlier project funded by NSF #SES-8309608, \$81,533.)

1993-1994 "Labor Market Dynamics in Bulgaria," National Council for Soviet and East European Research, \$75,000.

1993 Grant from IRIS, "The Growth of Non-State and Small Firms in Bulgaria," \$15,000.

1990-1991 Grant from Arbetsmiljofonden, "Economic Effects of Co-determination, Profit Sharing, Wage Earner Funds, Individual Employee Ownership: Evidence from Sweden", \$40,000.

1980-1982 Grant from Leverhulme Foundation (U.K.) to collect data and begin to examine socio-economic performance of industrial cooperative, \$35,000.

1973- Huber Summer Study Grants, Hamilton, several years.

### **Consultant**

I have served on missions (projects) or acted as a consultant or a member of research teams for several institutions including: the Department of Labor, the ILO, Brookings Institution, The World Bank, the EEC, OECD, Sloan, USAID, Caran Corporation and the Center for Economic Studies.

### **Journals and Professional Bodies:**

2016-present member, editorial board Journal of Participation and Employee Ownership

1994- present Member, Editorial Board, Annals of Public and Cooperative Economy

2011- Member, Editorial Board, Journal of Entrepreneurial and Organizational Diversity

2009-present Member, Editorial Board, Journal of Co-operative Studies

2004-2009- Member, Editorial Board, J. of Comparative Economics.

1996-2000- Member, Board of Reviewers, SOCO program, IHS, Vienna  
 1996-1997- Member, Editorial Board, Comparative Economic Studies  
 1993-1995- Member, Executive Committee, Comparative Economic Studies  
 1983-2009- General Editor for Elsevier (JAI) series, Advances in the Economic Analysis of Participatory and Labor Managed Firms  
 1987-1998 Board of Editors, Economic and Industrial Democracy, edited by R. Meidner  
 1986-1996- American correspondent for Economia Publica  
 1985-1995- Member Board of Editors, Economic Analysis and Workers' Management, ed., Branko Horvat  
 1978- 1995- American correspondent for Economic Analysis and Workers' Management  
 1978- Member board, *International Association for the Economics of Participation*  
 1975-1978- U.K. correspondent for Economic Analysis and Workers' Management

**Doctoral and Master's Dissertations:** I have been a member of more than 10 Committees, or external examiner or supervisor for candidates for Ph.D. and M.Sc. at institutions including Cornell, Copenhagen Business School, Cerge and Helsinki School of Economics.

**Organization of Colloquia and Conferences:**

Co-organizer or member of the organizing committee for Conferences of the IAFEP at diverse locations including Clinton, Halifax, Brussels, Trento, Bristol, Prague and Cornell.

1986 Co-organized a symposium on profit sharing and worker ownership at Cornell

1980 Organized a Symposium on the Economic Performance of Participatory and Labor Managed Firms, Hamilton College.

**Referee Work:**

Economic Journal, J. Political Economy, N.S.F., International Journal of Industrial Organization, Journal Comparative Economics, Industrial and Labor Relations Review, European Economic Review, J. Economic Behavior and Organization, S.S.R.C. (Canada), Industrial Relations, J. of Human Resources, Cambridge Journal of Economics, Economic Analysis and Workers' Management, British Journal of Industrial Relations, LeverhulmeTrust, S.S.R.C. (U.K.), A.C.L.S., Rockefeller Foundation, German Marshall Fund, Guggenheim Foundation, Economic and Industrial Democracy, Australian Research Grants Committee, Economic Development and Cultural Change, Comparative Economic Systems, Quarterly Review of Economics and Business, Scandinavian Journal of Economics, J. of Economic Studies, Contemporary Policy Studies, J. of Japanese and International Economies, Small Business Studies, Economics of Transition, Empirica, J. Development Studies, J. Economic Education, Annals of Public and Cooperative Economy, J. Human Resources, Review of Radical Political Economy, Grants Agency, Czech Academy Sciences, Human Performance, J. Economic and Organizational Diversity, Scandinavian J. Economics, Interface, J. of Economic Surveys, Small Business Economics, Russell Sage, Human Resource Management

**Service at Hamilton College:**

I have been an elected and appointed member of diverse committees at Hamilton.

**Some recent Presentations**

2018 January Beyster Symposium, Rutgers, "The Economics of Participation: An Assessment of the first 60 Years of Empirical Work";

2017 May Leeds Festival Industrial Democracy "Performance Pay and Worker Separation"

2016 January Keynote. Beyster Symposium, Rutgers, January. "Body of work" presentation.

2016 July, IAFEP Conference, Copenhagen. Keynote. "The economics of Participation: an assessment of the first Fifty years of research and some suggestions for the next ten"

**Citizenship:** Dual: US and British