2012 IAFEP Conference and Beyster Symposium

July 13-14, 2012 Rutgers University School of Management and Labor Relations (SMLR) New Brunswick, New Jersey

Program

Heldrich Hotel

All events on Friday and Saturday, except the dinner, will be held at the Bloustein School for Public Policy, 33 Livingston Avenue (across the street from the Heldrich Hotel)

Thursday July 12

7:00-9:30

Friday July 13		
8:30-9:00	Welcome, breakfast, registration	
9:00-10:15	Plenary keynote speech by	Auditorium
	Richard Freeman (Harvard University;	
	Faculty Fellow and Mentor, Rutgers-SMLR)	
	Initial trailer of film: "We the Owners:	
	Employees Enhancing the American Dream"	
10:30-12:00	Parallel sessions 1	Break-out rooms
12:00-1:15	Lunch	
1:15-2:45	Parallel sessions 2	Break-out rooms
3:00-4:00	Film preview: "We the Owners:	
	Employees Enhancing the American Dream"	Auditorium
4:15-5:45	Parallel sessions 3	Break-out rooms
7:00-	Dinner, Horvat-Vanek prize	Steakhouse 85
Saturday July 14		

Informal reception

Saturday, July 14

8:30-9:00	Breakfast	
9:00-10:30	Parallel sessions 4	Break-out rooms
10:45-12:15	Parallel sessions 5	Break-out rooms
12:15-1:30	Lunch	
1:30-3:00	Parallel sessions 6	Break-out rooms
3:15-4:45	Parallel sessions 7	Break-out rooms
5:00-5:45	IAFEP closing remarks and business meeting	Auditorium

This conference and symposium has received support from the Foundation for Enterprise Development, Employee Ownership Foundation, and the Fellowship Program at the Rutgers School of Management and Labor Relations.

DETAILED PROGRAM

Thursday July 12

7:00-9:30 Informal reception Heldrich Hotel

Friday, July 13

8:30-9:00 Welcome, breakfast, registration Bloustein School

9:00-10:15 Plenary keynote speech by Auditorium

Richard Freeman (Harvard University; Faculty Fellow and Mentor, Rutgers-SMLR) Initial trailer of Film: "We the Owners: Employees Enhancing the American Dream"

10:30-12:00 Parallel sessions 1

Session 1A: Drivers of performance

Chair: Virginie Pérotin (Leeds U.)

Hollandts, Xavier (Ecole Superiere de Commerce); Nicolas Aubert (Toulon U.), "Employee ownership and corporate performance: The case of a French listed company"

Monteiro, Natalia (U. of Minho); Geoff Stewart (U. of Southampton), "Scale, Scope and Survival: A Comparison of Labour-Managed and Capitalist Modes of Production."

Nabar, Veena (National Federation of Urban Cooperative Banks), "In Search of the Cooperative Difference: Measuring Cooperative Performance and Related Issues"

Session 1B: New directions in shared capitalism research (Beyster Symposium Session)

Co-chairs: Marshall Vance (U. of Pennsylvania; Blue Wolf Capital Fellow, Rutgers-SMLR) and Kyle Farmbry (Rutgers U.; Louis O. Kelso Fellow, Rutgers-SMLR)

Kurtulus, Fidan (U. of Massachusettts-Amherst; J. Robert Beyster Fellow and Michael W. Huber Fellow, Rutgers-SMLR), Douglas Kruse (Rutgers U.; J. Robert Beyster Faculty Fellow, Rutgers-SMLR), "How Did Employee Ownership Firms Weather the Last Two Recessions?"

Olsen, Erik (U. of Missouri-Kansas City; Joseph Cabral Distinguished Scholar and Fellow and Louis O. Kelso Fellow, Rutgers-SMLR), "The Effect of Employee Ownership on Labor Supervision and Discipline"

Melizzo, Phil (College of Wooster; Louis O. Kelso Fellow, Rutgers-SMLR), "Is Social Capital Endogenous to Compensation Plans"

Session 1C: Codetermination

Chair: Derek Jones (Hamilton College, Faculty Fellow and Mentor, Rutgers-SMLR)
Cam, Erdem (Centre for Labour and Social Security Training and Research), ""Social
Dialogue and Participate to Management in Shop Floor Level at Turkey: Who
is the dominant actor in labor relations?"

Jirjahn, Uwe (University of Trier); Vanessa Lange (University of Trier), "Reciprocity and Workers' Tastes for Representation"

Session 1D: Empowering low-income groups

Chair: Ira Gang (Rutgers U.)

Kornginnaya, Sudha (Mangalore U.), "Financial and decision-making participation of marginalized small farmers through Pragathi Bandhu Model in India"

Emran, Shahe (George Washington U.); Virginia Robano (George Washington U.); Stephen C. Smith (George Washington U.), "Assessing the Frontiers of Ultra-Poverty Reduction: Evidence from BRAC's Targeting the Ultra-Poor (CFPR/TUP) Program in Bangladesh"

Nandhi, Mani (U. of Delhi), "Effect of Mobile Banking on the Savings Practices and Financial Inclusion of Low Income Users – The Indian Experience"

12:00-1:15 Lunch

1:15-2:45 Parallel sessions 2

Session 2A: Cooperatives and democracy

Chair: Fidan Kurtulus (U. of Massachusetts-Amherst; J. Robert Beyster Fellow and Michael W. Huber Fellow, Rutgers-SMLR)

Malleson, Tom (U. of Toronto), "What Does Mondragon Teach Us About Workplace Democracy?"

Freundlich, Fred (Mondragon U.); Gago, Mónica (Mondragon U.); Arando, Saioa (Mondragon U.); Larrañaga, Maribel (Mondragon U.); Larrañaga, Nerea (Mondragon U.); Esnaola, Santiago (Basque Dept. of Health), "Cooperative Employment Density, Social Capital and Health: Evidence from Gipuzkoa Province, The Basque Country"

Rius, Andres (Universidad de la República), "The comparative workforce composition of Uruguayan worker cooperatives: an exploration of causes and effects"

Session 2B: Employee Ownership and Human Resource Management (Beyster Symposium Session)

Co-chairs: Eric Kaarsemaker (Norse Solutions Fellow, Rutgers-SMLR), and Richard Long (U. of Saskatchewan; Research Fellow, Rutgers-SMLR)

Poutsma, Erik (Radboud U.; Research Fellow and Faculty Mentor, Rutgers-SMLR,); Paul E.M. Ligthart (Radboud U.); Andrew Pendleton (U. of York; Research Fellow and Faculty Mentor, Rutgers SMLR); Chris Brewster (U. of Reading and Radboud U.), "Do Strategy Factors Determine the Development of Financial Participation Over a Long Period? Evidence from a European Survey"

- Gully, Stan (Rutgers U.); Jean Phillips (Rutgers U.); John McCarthy (Rutgers U.); Sue Schurman (Rutgers U.), "The role of self-esteem and ability in influencing applicant reactions toward employee owned companies"
- Sengupta, Sukanya (Warwick U.); Andrew Pendleton (U. of York; Faculty Fellow and Mentor, Rutgers-SMLR); Keith Whitfield (Cardiff U.), "Employee Share Ownership and Performance: Commitment or Entrapment?"

Session 2C: Worker participation in decisions

Chair: Andrew Pendleton (U. of York; Faculty Fellow and Mentor, Rutgers-SMLR) Anderson, Danae (AUT U.); Jeremy Hayman (AUT U.); Felicity Lamm (AUT U.), "Something Fishy? The conflict between catch share and worker participation schemes"

Litwin, Adam (Johns Hopkins U.); Adrienne Eaton (Rutgers U.), "The Impact of Frontline Employee Involvement on Service Quality"

Wang, Fuxi (Rutgers U.), "Collective Voice, Participation Intention, and the Formation of Employee Participation Behavior"

Session 2D: Empowerment through cooperation and nonprofits

Chair: Xavier Hollandts (Ecole Superiere de Commerce)

Raghavan, V.P. (People Institute of Management Studies), "Participatory Management and Food Chain Cooperatives: The Case of Indian Coffee House in Kerala, India"

Pavlyk, Khrystyna (Franko National University of Lviv), "Nonprofits in Transitional and Developed Economies: analyzing differences and similarities"

Britwum, Akua (U. of Cape Coast), "Women traders' associations and gender transformation in Ghana"

3:00-4:00 Film Preview: "We the Owners:

Employees Enhancing the American Dream"
Mary Ann Beyster, Producer, Foundation for Enterprise Development
Auditorium

4:15-5:45 Parallel sessions 3

Session 3A: Corporate social responsibility and social goals

Chair: Gabriel Burdin (Universidad de la Republica, U. of Siena)

Koh, Linda (Hankuk University of Foreign Studies), "Redefining the Face of the Giver: Examining Employee Participation and CSR"

Fakhfakh, Fathi (ERMES, Paris-II University); Felix FitzRoy (Saint Andrews U.), "Financial Participation and Environnemental Innovation"

Daniel Vaughan-Whitehead (ILO, Sciences Po), "Fair Wages and Employees' Financial Participation along the Supply Chain: Results from 2010–2011"

- **Session 3B: Political metaphors and workplace governance** (Beyster Symposium Session)
 - Co-chairs: Richard Simpson (U. of Miami; Louis O. Kelso Fellow, Rutgers-SMLR) and Ariana Levinson (U. of Louisville; Corey Rosen Fellow, Rutgers-SMLR)
 - Ferreras, Isabelle (U. of Louvain, Harvard Labor and Worklife Program), "The Capitalist Firm as a Political Institution, not an Economic Organization. The Proposal of a New Institutional Design Inspired by the Study of Western Political (R)evolutions: the Bicameral Firm"
 - Mackin, Chris (Ray Carey Fellow, Rutgers-SMLR), "The union as 'loyal opposition' in the firm"
 - Ellerman, David (U. of California-Riverside; Faculty Fellow and Mentor, Rutgers-SMLR), "A 'civic republican' frame to assert the general case for workplace democracy"

Session 3C: Economies in transition I

Chair: Frances Viggiani (Alfred U.)

- Bartlett, Will (LSE), "The Political Economy of Privatisation and Employee Participation in Serbia"
- Prasnikar, Janez (U. of Ljubljana); Novak Kondić (U. of Banja Luka); Dragan Mikerević (U. of Banja Luka); Damjan Voje (U. of Ljubljana), "Corporate Governance and Organizational Transformation in Developing countries: Blockholding and Organizational Diversity in Republika Srpska"
- Lisogor, Larysa (Ukrainian National Academy of Science), "Decision-making Participation in Ukraine: Problems and Prospects"

Session 3D: Theory and dynamics of financial and democratic participation

Chair: Fred Freundlich (Mondragon U.)

7.00-

- Ali, Mohammad (New York Institute of Technology); Anne-Laure Winkler (Rutgers U.) "Exploring the link between employee ownership and voice mechanisms"
- Russell, Raymond (U. of California-Riverside, Faculty Fellow and Mentor, Rutgers SMLR); Shlomo Getz (U. of Haifa), "Changes in the Identity and Economic Condition of the Kibbutzim, 1995-2011"

Steakhouse 85

Stikkers, Kenneth (Southern Illinois U.), "Deweyan Democracy as a Way of Economic Life"

7.00-	Diffici, 1101 vat- vallex prize	Steamiouse 05
Saturday, July	<u> 14</u>	
8:30-9:00	Breakfast	Bloustein School

Dinner Horvat-Vanek prize

9:00-10:30 Parallel sessions 4

Break-out rooms

Session 4a: Macro visions and strategies

Chair: Mark Klinedinst (U. of Southern Mississippi)

Viggiani, Frances (Alfred U.), "Cooperatives in the 21st Century: Growth and Transformation of an Espousedly Democratic Organizational Form"

Espinosa, Juan (FLACSO), "In a World in Crisis – A Better Use of Money: For the Creation of Jobs, Participation, and Community Development"

Vanek, Jaroslav (Cornell U.), "Destructive Trade and Workers' Self-defense Through Economic Democracy"

Session 4b: Ethics and stakeholders (Beyster Symposium Session)

Co-chairs: Amy Lyman (Great Place to Work Institute; Research Fellow, Rutgers-SMLR) and Peter Thompson (U. of Illinois; Research Fellow, Rutgers-SMLR)

Sledge, Sally (Norfolk State U., J. Robert Beyster Fellow, Rutgers-SMLR),

"Recovering from an Ethical Dilemma: How Employee-Ownership Can Help"

Winkler, Anne-Laure (Rutgers U.); Joseph R. Blasi (J. Robert Beyster Professor, Rutgers-SMLR); Douglas L. Kruse (J. Robert Beyster Faculty Fellow, Rutgers-SMLR); David L. Finegold (Rutgers U.), "Do employee-owned firms manage their internal and external stakeholders more responsibly than non employee-owned firms?"

Berry, Daphne (U. of Massachusetts-Amherst; J. Robert Beyster Fellow, Rutgers-SMLR), "Exploring the Principles of Stewardship Theory and Worker Cooperative Governance"

Session 4c: Economies in transition II

Chair: Erdem Cam (Centre for Labour and Social Security Training and Research)
Ershova, Tatiana (South Federal University), "The 'Russian model of ESOP': Current status and trends of development"

Mygind, Nils (Copenhagen Business School), "The development of employee ownership in China"

Domadenik, Polona (U. of Ljubljana); Janez Prašnikar (U. of Ljubljana); Luka Pataky (U. of Ljubljana), "Political connections and productivity of firms"

10:45-12:15 Parallel sessions 5

Session 5a: Turnover and conflict

Chair: Fathi Fakhfakh (ERMES, Paris-II University)

Burdin, Gabriel (Universidad de la Republica, U. of Siena), "Redistribution, quit behavior and organizational performance: evidence from worker-managed firms"

Jones, Derek (Hamilton College; Faculty Fellow and Mentor, Rutgers-SMLR); Panu Kalmi (U. of Vaasa); Takao Kato (Colgate U.); Mikko Mäkinen (Aalto U.), "Performance Pay and Worker Separation: A Discrete-Time Duration Model Approach"

Fakhfakh, Fathi (ERMES, Paris-II University); Aguibou Tal (ERMES, Paris-II University), "Financial Participation and conflicts at the firm level: evidence from French firms"

Session 5b: Theoretical perspectives on democracy and participation (Beyster Symposium Session)

- Co-chairs: Trevor Young-Hyman (U. of Wisconsin-Madison; Louis O. Kelso Fellow, Rutgers-SMLR), and Ash Prasad (Australian School Of Business; Research Fellow, Rutgers-SMLR)
- Kaswan, Mark (U. of Texas-Brownsville; Michael W. Huber Fellow and J. Robert Beyster Fellow, Rutgers-SMLR), "Weak Democracy: When Participation Becomes Democracy"
- Heckscher, Charles (Rutgers U.), "Worker ownership and collaborative production" Goldberg, Michal (New York U.; Adam Blumenthal Fellow, Rutgers-SMLR), "Divide and Conquer? Decentralized Firm Structure may Promote Cooperation"

Session 5c: Structuring cooperatives

Chair: Panu Kalmi (U. of Vaasa)

- Sacchetti, Sylvia (U. of Stirling); Ermanno C. Tortia (U. of Trento), "The internal and external governance of cooperatives: effective membership and consistency of values"
- Leung, Mike, (Worker Cooperative Credit Union), "The worker cooperative capital structure"
- Tortia, Ermanno (U. of Trento), "New generation worker cooperatives? Envisaging a new research agenda"

12:15-1:30 Lunch

1:30-3:00 Parallel sessions 6

Session 6a: Profit sharing and pay

Chair: Jeffrey Pliskin (Hamilton College)

- Delahaie, Noélie (Institut de Recherches Economiques et Sociales); Richard Duhautois (CEE and University of Paris-Est), "Profit-Sharing and Wages in France: an Empirical Analysis over the Period 1999-2005"
- Fathi Fakhfakh (ERMES, Paris-II University), Marie Merlateau (ERMES, Paris-II University); Virginie Pérotin (Leeds U.), Andrew Robinson (Leeds U.); and Ahmed Chtourou (ERMES, Paris-II University), "Back to Weitzman? The effects of profit-sharing schemes on pay in France and the UK"
- Alireza Daneshfar (U. of New Haven), "The Positive Effect of Employee Variable Pay on Income Measurement"

Session 6b: The Corporation, Finance, and Employee Ownership (Beyster

Symposium Session)

- Chair: Ilona Babenko (Arizona State U.; J. Robert Beyster Fellow, Rutgers-SMLR) and Michael Bikard (J. Robert Beyster Fellow, Rutgers-SMLR)
- Bova, Francesco (U.. of Toronto; Louis O. Kelso Fellow, Rutgers-SMLR); Kalin Kolev (Yale U.); Jake Thomas (Yale U.); Frank Zhang (Yale U.), "Non-Executive Employee Ownership and Corporate Risk-Taking"
- Dimmock, Stephen G. (Nanyang Technological University); William C. Gerken (U. of Kentucky; J. Robert Beyster Fellow, Rutgers-SMLR); Jennifer Marietta-Westberg (Securities and Exchange Commission), "What Determines the Allocation of Managerial Ownership within Firms? Evidence from Investment Management Firms"
- Woodley, Vernon (Eastern Illinois U.; Research Fellow, Rutgers-SMLR), "The Effects of Employee Involvement and Team Participation on Employee Compensation"

Session 6c: Emergence of cooperatives and labor management

Chair: Andres Dean (Universidad de la República)

- Albanese, Marina (U. of Naples); Cecilia Navarra (DIAL-IRD and U. of Turin); Ermanno Tortia (U. of Trento and U. of Stirling), "Employer's moral hazard and the emergence of worker cooperatives"
- Jensen, Anthony (U. of Sydney), "The Labour Managed Firm : An explanatory model for its emergence and subsequent behavior"
- Dean, Andres (Universidad de la República), "Demographic behavior of worker cooperatives and capitalist firms in Uruguay"

3:15-4:45 Parallel sessions 7

Session 7a: Dynamics of variable pay

Chair: Anne-Laure Winkler (Rutgers U.)

Kang, Saehee, "Impact of Culture on Employee Financial Participation Effectiveness" MacDonald, Daniel (U. of Massachusetts-Amherst), "An Empirical Analysis of the Dynamic Properties of Piece-Rate Contracts: Ratchet Effects and Social Conditions in an Early US Textile Mill"

Carrasco, Paula (Universidad de la República), "Composition of the workforce and productivity on worker cooperatives and conventional enterprises"

Session 7b: Employee Ownership in the Midwest and Across the Nation (Beyster Symposium Session)

Chair: Sanjay Pinto (Harvard U.; Louis O. Kelso Fellow, Rutgers-SMLR), and Matt Thomas (New School U.; Corey Rosen Fellow, Rutgers-SMLR)

Yates, Jacquelyn (Kent State U.; Louis O. Kelso Fellow, Rutgers SMLR), "What happens after the ESOP agreement is signed?"

McTague, Tricia (Eastern Michigan U.; Research Fellow, Rutgers-SMLR), "Unions and Employee Ownership: What Do We Know?"

Blasi, Joseph (J. Robert Beyster Professor, Rutgers U.-SMLR); Douglas Kruse (J. Robert Beyster Faculty Fellow, Rutgers U.-SMLR), "Broad-based Worker Ownership and Profit Sharing: Can These Ideas Work in the Entire Economy?"

Session 7c: Banks and finance

Chair: Charles Rock (Rollins College)

Jones, Derek (Hamilton College; Faculty Fellow and Mentor, Rutgers-SMLR); Iiro Jussila (Lappeenranta U. of Technology); Panu Kalmi (U. of Vaasa), "The Evolution of Membership in Co-operative Banks: Common Bond vs. Private Gain?"

Klinedinst, Mark (U. of Southern Mississippi), "Bank Decapitalization: The Impact of Excessive Compensation"

Makinen, Mikko (Aalto U.), "Ownership Structure and Cost Efficiency in European Banking" and "Ownership Structure and Financial Distress in European Banking"

5:00-5:45 IAFEP closing remarks and business meeting Auditorium