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The Mid-Year Fellows Workshop in Honor of Louis O. Kelso & The Beyster Symposium

December 8–11, 2011

This meeting gathers the scholars of the School of Management and Labor Relations' Fellowship Program, the J. Robert Beyster Fellows, the Louis O. Kelso Fellows, the Ray Carey Fellow, the Michael W. Huber Fellows, the Q.A. Shaw McKean Jr. Fellows, the Bill Nobles Fellow, the Corey Rosen Fellows, the Rutgers Research Fellows, the Rutgers Faculty Fellows and Mentors, and the Robert W. Smiley Jr. Fellows in Economic History in order to discuss their work with colleagues from around the nation and the world. The Kelso Workshop is supported by a generous gift of John D. Menke of Menke and Associates. The Beyster Symposium is supported by a generous gift of Mary Ann Beyster and J. Robert Beyster of the Foundation for Enterprise Development.

Thursday, December 8, 2011

7:30 p. m. – 9:00 p.m. Welcoming Reception
The Great Room
Hosted By Mary Ann Beyster
Foundation for Enterprise Development
Location: 1241 Cave Street, La Jolla, CA

Friday, December 9, 2011

7:30 a.m. – 8:15 a.m. Breakfast - The Cove Room
Location: Inn By The Sea, 7830 Fay Avenue, La Jolla, CA

8:15 p.m. – 8:30 p.m. Orientation

Joseph Blasi, Director, Fellows Program and J. Robert Beyster Professor of Employee Ownership, Rutgers University School of Management and Labor Relations

Professor Susan Schurman, Acting Dean, Rutgers University School of Management and Labor Relations

8:30 a.m. – 10:30 a.m. First Panel
Location: Conference Room, Inn By The Sea, La Jolla, CA

Do Non-Executives Have Information? Evidence from Employee Stock Purchase Plans
Ilona Babenko, J. Robert Beyster Fellow and Beyster Visiting Assistant Professor, Rutgers University. Babenko is an assistant professor of finance at the Arizona State University Carey School of Business with a doctorate in economics from the University of California at Berkeley.

Incentives, Targeting and Firm Performance: An Analysis of Non-Executive Stock Options Yael Hochberg, J. Robert Beyster Fellow. Hochberg is an assistant professor of finance at the Northwestern University Kellogg School of Management with a doctorate in finance from Stanford University.

Laura Lindsey, J. Robert Beyster Fellow. Lindsey is an associate professor of finance at the Arizona State University Carey School of Business with a doctorate in economics from Stanford University.

Friday, December 9, 2011 continued

The Option to Quit: The Effect of Employee Stock Options on Turnover
Paige Ouimet, J. Robert Beyster Fellow and former J. Robert Beyster Visiting Assistant Professor, Rutgers University. Ouimet is an assistant professor in finance at the University of North Carolina-Chapel Hill's Kenan-Flagler School of Business with a doctorate in finance and an M.B.A. from the Ross School of Business at the University of Michigan.

Co-authors: Serdar Aldatmaz and Edward D Van Wesep

Respondent: Jed DeVaro, J. Robert Beyster Fellow. DeVaro is the Wang Family Professor in management and economics at the California State University at East Bay College of Business and Economics with a doctorate in economics from Stanford University.

10:30 a.m. – 10:45 a.m. Break
Wind and Sea Room, Inn by the Sea, La Jolla, CA

10:45 a.m. – 12:30 p.m. Second Panel

Taking Ownership of Problem Solving: Preliminary Results from a Comparative Ethnography of Majority Employee Ownership in the U.S. Automated Manufacturing Equipment Industry
Trevor Young-Hyman, Louis O. Kelso Fellow. Young-Hyman is a Ph.D. candidate in sociology at the University of Wisconsin at Madison.

Principled Entrepreneurship and Shared Leadership: The Case of TEOCO (The Employee Owned Company)
Frank Shipper, Louis O. Kelso Fellow. Shipper is a professor of management and chair of the management department at the Franklin P. Perdue School of Business at Salisbury University of the University of Maryland System with an M.B.A. and a doctorate in management from the University of Utah.

What the Consultant Saw: A Prepared Environment for Employee Ownership at Herman Miller Inc. Steve Adams, Robert W. Smiley Jr. Fellow ion Economic History. Adams is an associate professor of management at the Salisbury University Franklin P. Perdue School of Business of the University of Maryland System with a doctorate in history from The Johns Hopkins University.

Respondent: Steve Freeman, Louis O. Kelso Fellow. Freeman is a professor and resident scholar at the University of Pennsylvania's Center for Organizational Dynamics with a doctorate in organization studies from MIT's Sloan School of Management.

12:30 p.m. – 2:30 p.m. Lunch
Location: Sand Dollar Room, Inn by the Sea, La Jolla, CA

Note: There will be a screening of Mary Ann Beyster's film on broad-based employee ownership from 1:30 p.m. – 2.00 p.m.

Friday, December 9, 2011 continued

2:30 p.m. – 4:00 p.m. Third Panel

The Promise of Shared Capitalism for Workers and Businesses: How Government Currently Incents Broad Based Employee Ownership and Profit Sharing and Why Policy Makers Aren't Doing More Of It?
David Madland, J. Robert Beyster Fellow. Madland is Director of the American Worker Project at the Center for American Progress in Washington, D.C. with a doctorate in government from Georgetown University.

Co-author: Karla Walter

Respondents: Steve Fisher, Trustee, Foundation for Enterprise Development and Treasurer, Science Applications International Corporation (SAIC)
Martin Staubus. Staubus is a staff member of the Beyster Institute at UCSD Rady School of Management and lecturer in the M.B.A. program on employee ownership.

Building Team Identity with Team Incentives: Evidence from the Lab
Phil Melizzo, Louis O. Kelso Fellow. Melizzo is an assistant professor of economics at the College of Wooster and has a doctorate in economics from the University of Massachusetts at Amherst.

Respondent: Fidan Ana Kurtulus, Michael W. Huber Fellow and J. Robert Beyster Fellow. Kurtulus is an assistant professor of economics at the University of Massachusetts at Amherst with a doctorate in economics from Cornell University.

4:00 p.m. – 4:15 p.m. Break
Location: Sand Dollar Room, Inn by the Sea, LaJolla, CA

4:15 p. m. – 6:00 p.m. Fourth Panel

Transforming Relationships for High Performance: A Relational Model of Organizational Change Jody Hoffer-Gittell, Bill Nobles Fellow. Gittell is a professor at the Heller School of Social Policy and Management at Brandeis University and director of the Relational Coordination Research Collaborative with a doctorate in management from the MIT Sloan School of Management.

The Trustworthy Leader
Amy Lyman. Lyman is the co-founder, research director, and former President and Board Chair of the Great Place to Work Institute which produces the 100 Best Companies To Work for In America list for *Fortune Magazine*. She has a doctorate in applied anthropology and sociology from the University of Pennsylvania.

Respondent: Corey Rosen, Rutgers Faculty Fellow and Mentor. Rosen has a doctorate in political science from Cornell University and is co-founder and former executive director of the National Center for Employee Ownership.

6:30 p.m. Dinner at Alfonso's
1251 Prospect Street, La Jolla, CA

Saturday, December 10, 2011

7:30 a.m. – 8:15 a.m. Breakfast – The Cove Room

8:15 a.m. – 10:00 a.m. Fifth Panel

Keeping Track of Research and Speculating About New Questions
Chair: Tony Matthews, Director, Beyster Institute, UCSD Rady School of Management. Matthews is a lecturer in the M.B.A. program on employee ownership at the Rady School.

The Employee Ownership Research Bibliographic Database and the Curriculum Library on Employee Ownership
Steve Freeman, Louis O. Kelso Fellow. Freeman is a professor and resident scholar at the University of Pennsylvania's Center for Organizational Dynamics with a doctorate in organization studies from MIT's Sloan School of Management.

Datasets For Research
Corey Rosen, Rutgers Faculty Fellow and Mentor. Rosen has a doctorate in political science from Cornell University and is founder and former executive director of the National Center for Employee Ownership.

New Research Ideas
Andy Kim, Corey Rosen Research Fellow. Kim is a PhD. candidate in industrial relations and human resources at Rutgers University School of Management and Labor Relations.

Kyongji Han, Q.A. Shaw McKean Jr. Fellow. Han is a PhD. candidate in industrial relations and human resources at Rutgers University School of Management and Labor Relations.

Mark Kaswan, Michael W. Huber Fellow and J. Robert Beyster Fellow. Kaswan is an assistant professor of political science at the University of Texas at Brownsville with a doctorate in political science from the University of California at Los Angeles.

Lily Song, J. Robert Beyster Fellow. Song is a doctoral candidate in urban studies and planning at MIT.

Vernon Woodley, Rutgers Research Fellow. Woodley is an assistant professor at Eastern Illinois University at Charleston with a doctorate in sociology from the University of Iowa.

Sally Sledge, J. Robert Beyster Fellow. Sledge is an associate professor at Norfolk State University with a doctorate in international business and strategic management from Old Dominion University.

A New Undergraduate Course on Democratic Capitalism
Chris Mackin, Ray Carey Fellow. Mackin is an adjunct lecturer in labor studies and employment relations at the Rutgers University School of Management and Labor Relations and a faculty member in Harvard University's Trade Union Program of the Labor and Worklife Program at the Harvard Law School. He has a doctorate in human development from Harvard University.

Saturday, December 10, 2011 continued

Brief Results of the 2010 General Social Survey Cross-Section and 2006/2010 Panel
Douglas Kruse, J. Robert Beyster Faculty Fellow, Rutgers University School of Management and Labor Relations. Kruse is a professor in the human resource management department and the labor studies and employment relations department, director of SMLR's doctoral program, and a research associate of the National Bureau of Economic Research.

Co-author: Joseph Blasi

10:00 a.m. –10:30 a.m. Break
Wind and Sea Room, Inn by the Sea, La Jolla, CA

10:30 p.m. – 12:00 p.m. Sixth Panel

Employee Ownership and Corporate Risk Aversion
Francesco Bova, Louis O. Kelso Fellow. Bova is an assistant professor of accounting at the University of Toronto Rotman School of Management with a doctorate in accounting from Yale University.

Visualizing ESOPs with Form 5500 Data
Matthew Thomas, Corey Rosen Research Fellow. Thomas is a doctoral candidate in economics at the New School University.

Respondent: Adam Cobb, Louis O. Kelso Fellow. Cobb is an assistant professor at the University of Pennsylvania Wharton School of Finance with a doctorate in management and organizations from the University of Michigan.

12:15 p.m. – 2:15 p.m. Lunch
Sand and Dollar Room, Inn by the Sea, La Jolla, CA

2:15 p.m. – 3:30 p.m. Seventh Panel

Explaining Employee Ownership: A combined Stakeholder- Resource-Based View
Peter Thompson, Rutgers Research Fellow. Thompson is an assistant clinical professor of managerial studies at College of Business Administration at the University of Illinois at Chicago with a doctorate in business administration from the University of Illinois at Chicago.

Respondent: Ash Prasad, Rutgers Research Fellow. Prasad is an assistant professor at the Australian Business School with a doctorate in organizational behavior and industrial relations from the Schulich School of Business at York University.

Saturday, December 10, 2011 continued

Catholic Social Teaching, Labor and Markets
Robert Van der Waag, Rutgers Research Fellow. Van der Waag is a lecturer in theology at Georgetown University and a fellow of the Berkleley Center for Religion, Peace and World Affairs with a doctorate in theology from Duquesne University.

Respondent: Daphne Berry, J. Robert Beyster Fellow. Berry is a Ph.D. candidate in management and organization studies at the University of Massachusetts at Amherst.

3:30 p.m. – 4:00 p.m. Break
Sand and Dollar Room, Inn by the Sea, La Jolla, CA

4:00 p.m. – 5:30 p.m. Eighth Panel

Employee Stock Ownership As A Gift Exchange
Andrew Pendleton, Rutgers Faculty Fellow and Mentor. Pendleton is a professor of human resource management at the University of York Management School with a doctorate in management from the University of Bath.

Respondent: Karen Bernhardt-Walther, J. Robert Beyster Fellow. Bernhardt-Walther is a lecturer in economics at Ohio State University with a doctorate in economics from the University of Chicago's Booth School of Business.

Towards a Theory of the Attitudinal Effects of Employee Stock Ownership
Marco Caramelli, Rutgers Research Fellow. Caramelli is an associate professor of management at INSEEC, the Grande Ecole de Commerce Business School in Paris.

Respondent: Ash Prasad, Rutgers Research Fellow. Prasad is an assistant professor at the Australian Business School with a doctorate in organizational behavior and industrial relations from the Schulich School of Business at York University.

Sunday, December 11, 2011

Day for informal meetings.

Special Guests

Derek Jones, Rutgers Faculty Fellow and Mentor. Jones holds the Irma M. and Robert D. Morris Professorship in economics at Hamilton College and is the Research Director for Economics of the Mondragon Academic Community affiliated with the Mondragon Corporation of worker cooperatives. He has a doctorate in comparative economic systems from Cornell University.

David Ellerman. Ellerman is a visiting scholar in philosophy at the University of California at Riverside working in the fields of economics and political economy and a former economist in the Office of the Chief Economist of the World Bank , who has written widely on worker ownership and economic democracy. He has a doctorate in mathematics from Boston University.

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Please visit the Fellowship Program Web site to learn about these and other scholars: http://smlr.rutgers.edu/research-and-centers/fellowship-programs.

Important Telephone Numbers and Contacts

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Papers and Presentations

All papers and presentations are available on the School of Management and Labor Relations' Web site at:

http://smlr.rutgers.edu/midyearfellowsworkshopandbeystersymposium2011-2012

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