



RUTGERS

School of Management
and Labor Relations

**Institute
for the Study of
Employee Ownership and Profit Sharing**

The Beyster Symposium

June 26-28, 2022

La Jolla, California



The Beyster Symposium

The purpose of the annual symposium is to study broad-based forms of capital ownership and capital income such as employee stock ownership, equity compensation, employee ownership trusts, profit sharing, gain sharing, and worker cooperatives. The workshop also explores approaches to broadened citizen capital ownership through universal capital accounts, “second income,” and dividend funds for citizens in the United States. The workshop provides an opportunity for scholars to present research in progress, receive mentoring and feedback, work on joint research projects and publications, and meet foundation officials, government policymakers, and publishers interested in this scholarship. The workshop convenes the Fellows of the Institute for the Study of Employee Ownership and Profit Sharing at Rutgers University’s School of Management and Labor Relations.

Location

Except for dinner on Monday evening, all locations refer to our main event space:

Museum of Contemporary Art San Diego
700 Prospect St
La Jolla, CA 92037

Papers

For copies of papers and presentations, see the Drive folder linked here:

beystersymposium.org/drive

Fellows

Speakers designated as “fellows” in the agenda are Fellows of the Rutgers Institute for the Study of Employee Ownership and Profit Sharing.

Time Zone

All times are listed in GMT-8 San Diego time (i.e., Pacific Time).

The Institute thanks Carta.com for its generous support to make this conference possible and to the W.K. Kellogg Foundation and Jeanne Wardford for their support of Kellogg Scholars in attendance.



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Program Overview

Sunday, June 26 (GMT-8)

5:00pm– *Fellows Meet & Greet*
7:00pm Davis Terrace

Monday, June 27 (GMT-8)

7:30am– *Breakfast*
9:00am Jackson Terrace

9:00am– *Welcome, Joyce Rothschild Book Prize, & Research Updates*
10:00am Jacobs Hall

10:00am– *Coffee Break*
10:30am Jackson Terrace

10:30am– *Concurrent Sessions*
12:00pm
ESOP Room – *The Macroeconomic Effects of Employee Stock Ownership Plans* (Jacobs)
EO Room – *Cutting Edge Quantitative Research on Worker Cooperatives* (Sahm Seaview)
Policy School – *What is the Impact of Employee Ownership in the Black Community?* (Conrad Prebys)

12:00pm– *Lunch With Theme Tables*
1:00pm Jackson Terrace

1:00pm– *Plenary Keynote Book Talk: “Ownership: Reinventing Companies, Capitalism, and Who Owns What”*
2:00pm Jacobs Hall

2:00pm– *Concurrent Sessions*
3:30pm
ESOP Room – *ESOP Companies and Corporate Social Responsibility* (Jacobs)
EO Room – *Driving Towards an Ownership Economy, ft. Jane Alexander, CMO at Carta* (Sahm Seaview)
Policy School – *What Is the Road to Economic Democracy?* (Conrad Prebys)

3:30pm– *Coffee Break*
4:00pm Jackson Terrace

4:00pm– *Concurrent Sessions*
5:30pm
ESOP Room – *ESOP Case Study Session* (Jacobs)
EO Room – *Book Talk: “Work Conflicts in Argentina’s New Worker Co-operatives”* (Sahm Seaview)
Policy School – *The Pittsburgh Citywide Task Force on Employee Ownership* (Conrad Prebys)

6:30pm– *Dinner*
8:30pm Piazza 1909 Restaurant
7731 Fay Ave
La Jolla, CA 92037



Tuesday, June 28 (GMT-8)

- 7:30am– ***Breakfast***
9:00am Jackson Terrace
- 9:00am– ***ESOP Company Panel: The Context for Research Questions***
10:00am Jacobs Hall
- 10:00am– ***Coffee Break***
10:30am Jackson Terrace
- 10:30am– ***Concurrent Sessions***
12:00pm
ESOP Room – *KSS Line Ltd. – Profit Sharing and Employee Ownership in Korea* (Jacobs)
EO Room – *Reading the Fine Print: Worker Cooperatives in Action* (Sahm Seaview)
Policy School – *Perspectives on Hierarchy: Theory and Action* (Conrad Prebys)
- 12:00pm– ***Lunch With Theme Tables***
1:00pm Jackson Terrace
- 1:00pm– ***Plenary Address by Jim Bonham, President & CEO of The ESOP Association***
2:00pm Jacobs Hall
- 2:00pm– ***Concurrent Sessions***
3:30pm
ESOP Room – *Rutgers Initiatives on Employee Ownership and Minority-Owned Businesses* (Jacobs)
EO Room – *Louis Kelso’s Heritage: Implementing Renewable Energy CSOPs across the EU* (Sahm Seaview)
Policy School – *Sustainability and Employee Ownership* (Conrad Prebys)
- 3:30pm– ***Coffee Break***
4:00pm Jackson Terrace
- 4:00pm– ***Concurrent Sessions***
5:30pm
ESOP Room – *Quantitative Studies on the Productivity Effects of Employee Ownership and Profit Sharing* (Jacobs)
EO Room – *New Research on Employee Share Ownership from Emerging Scholars* (Sahm Seaview)
Policy School – *Employee Ownership in China* (Conrad Prebys)
- 6:30pm– ***Dinner & Awards***
8:30pm Jacobs Hall & Jackson Terrace



Program Details

Sunday Evening, June 26, 2022 (GMT-8)

5:00pm– *Fellows Meet & Greet*
7:00pm Davis Terrace

Monday Morning, June 27, 2022 (GMT-8)

7:30am– *Breakfast*
9:00am Jackson Terrace

9:00am– *Welcome, Joyce Rothschild Book Prize, & Research Updates*
10:00am Jacobs Hall

Welcome

Adrienne Eaton, Dean of the Rutgers School of Management and Labor Relations

Douglas Kruse, Acting Director of the Institute for the Study of Employee Ownership and Profit Sharing; Distinguished Professor, Rutgers University

Christopher Michael, Managing Director of the Institute for the Study of Employee Ownership and Profit Sharing; Assistant Professor, Rutgers University

Bill Castellano, Wawa Fellow, NJ/NY Center for Employee Ownership; Rutgers University

Jim Terez, Corey Rosen Fellow; NJ/NY Center for Employee Ownership, Rutgers University

Camille Kerr, Executive Fellow; Co-Project Director, Rutgers Unions and Worker Ownership Project

Adria Scharf, Director of Education and Collaborations of the Institute for the Study of Employee Ownership and Profit Sharing; CLEO Project Director; J. Robert Beyster Fellow; Rutgers University

Bethany Dennis, Senior Program Coordinator, Rutgers University

Ginny Becaccio, Assistant to the Dean, Rutgers University

Anhelina Mahdzyar, Research Assistant, Rutgers University

Mary Ann Beyster, Beyster Foundation for Enterprise Development

Research Updates

Denise Kasparian, Kendeda Fellow; University of Buenos Aires

Tej Gonza, Rutgers Research Fellow; University of Ljubljana

Tanya Smith Brice, Kendeda and Robert W. Edwards Fellow; Council on Social Work Education

Rina Agarwala, Kendeda Fellow; Johns Hopkins University

Adriane Clomax, Kendeda and Corey Rosen Fellow; University of Southern California

Eve O'Connor, Institute Fellow; Harvard University

Simon Pek, Social Capital Partners Fellow; University of Victoria

Adria Scharf, Director of Education and Collaborations of the Institute for the Study of Employee Ownership and Profit Sharing; CLEO Project Director; J. Robert Beyster Fellow; Rutgers University



Trevor Young-Hyman, Bill and Connie Nobles, and Employee Ownership Foundation
Louis O. Kelso Fellow; University of Pittsburgh Katz School of Business
Filippo Belloc, Nachson and Arie Mimran Fellow; University of Siena
Fabio Landini, Nachson and Arie Mimran Fellow; University of Parma
Vinod Kool, SUNY Polytechnic Institute
Avner Ben-Ner, Faculty Fellow and Mentor; University of Minnesota
Yunhyae Kim, Institute Fellow; Harvard University
Nathan Nicholson, NCEO
Adrian Malleson, Royal Institute of British Architects
Joseph AbdelNour, ESSCA School of Management
Mark Hand, Institute and Corey Rosen Fellow; University of Texas at Austin
Sally Sledge, J. Robert Beyster Fellow; Norfolk State University
Fabiano Monetti, Getulio Vargas Foundation São Paulo School of Business Administration

Joyce Rothschild Book Prize

Winner: “Organizational Imaginaries: Tempering Capitalism and Tending to Communities through Cooperatives and Collectivist Democracy” by **Katherine K. Chen**, The City College of New York and the Graduate Center, CUNY, and **Victor Tan Chen**, Virginia Commonwealth University, eds.

Honorable Mentions:

“The Labor-Managed Firm: Theoretical Foundations” by **Gregory K. Dow**, Simon Fraser University

“Neo-Abolitionism: Abolishing Human Rentals in Favor of Workplace Democracy” by **David Ellerman**, Faculty Mentor and Fellow; University of Ljubljana

“Worker’s Self-Management in Argentina: Contesting Neo-Liberalism by Occupying Companies, Creating Cooperatives, and Recuperating Autogestión” by **Marcelo Vieta**, Faculty Fellow and Mentor; University of Toronto

10:00am–
10:30am *Coffee Break*
Jackson Terrace



10:30am–
12:00pm

Concurrent Sessions

The Macroeconomic Effects of Employee Stock Ownership Plans
ESOP Room – Jacobs

Chair: **Elizabeth Bennett**, Institute Fellow; Harvard JFK School of Government; Lewis & Clark College

Measuring the Impact of Ownership Structure on Resiliency in Crisis
Nancy Wiefek, Joseph Cabral and Robert W. Edwards Fellow; NCEO

Capital Income as a Share of Compensation
Joseph Blasi, J. Robert Beyster Distinguished Professor (Administrative Leave), Rutgers University
Richard Freeman, Faculty Fellow and Mentor; Harvard University
Douglas Kruse, Acting Director of the Institute for the Study of Employee Ownership and Profit Sharing; Distinguished Professor, Rutgers University

Discussants:

Jose Garcia-Louzao, Wawa Fellow; Vilnius University
David Finegold, President, Chatham University; Former Dean of the Rutgers School of Management and Labor Relations; Senior Fellow
Richard Freeman, Faculty Fellow and Mentor; Harvard University

Cutting Edge Quantitative Research on Worker Cooperatives
EO Room – Sahn Seaview

Chair: **Evan Casper-Futerman**, Rutgers Research Fellow; Rutgers University

Findings from the Cooperative Governance Research Initiative
Laura Hanson Schlachter, Rutgers Research Fellow; University of Wisconsin–Madison
Melissa Hoover, Executive Fellow; Democracy at Work Institute
Olga Prushinskaya, Executive Fellow; Democracy at Work Institute

Employee Ownership and Worker Health
Melissa Hoover, Executive Fellow; Democracy at Work Institute
Jamie Pockrandt, Democracy at Work Institute

Discussants:

Erik Olsen, Senior Fellow, Robert W. Edwards, Joseph Cabral, and Employee Ownership Foundation Louis O. Kelso Fellow; University of Missouri Kansas City
Simon Pek, Social Capital Partners Fellow; University of Victoria



What is the Impact of Employee Ownership in the Black Community?

Policy School – Conrad Prebys

Chair: **Tanya Smith Brice**, Kendeda and Robert W. Edwards Fellow; Council on Social Work Education

Panelists:

Robynn Cox, Institute Fellow; University of Southern California

Adriane Clomax, Kendeda and Corey Rosen Fellow; University of Southern California

Mila Turner, Florida A&M University

Chantal Smith, Washington & Lee University

Stacey Sutton, Kendeda Fellow; University of Illinois at Chicago

Brief Update:

Rutgers Outreach Initiative to Minority and Female Business Owners on Employee Ownership Strategies for Business Succession Planning

Bill Castellano, Wawa Fellow, NJ/NY Center for Employee Ownership; Rutgers University

Melissa Hoover, Executive Fellow; Democracy at Work Institute

12:00pm–
1:00pm

Lunch With Theme Tables

Jackson Terrace

Table 1. *New Policy Initiatives for Employee Ownership* – **Jack Moriarty**, Ownership America; **Christopher Mackin**, Ray Carey Fellow; Harvard Law School; **Dick May**, American Working Capital

Table 2. *PayPal's Employee Financial Diary Project* – **Ivy Lau**, PayPal

Table 3. *KSS Line Ltd. – Profit Sharing and Employee Ownership in Korea* – **Antonio Cho**, KSS Line

Table 4. *Gandhi, Employee Ownership, and Corporate Social Responsibility* – **Vinod Kool**, SUNY Polytechnic Institute

Table 5: *Participatory Principles in Employee Ownership Research* – **Olga Prushinskaya**, Executive Fellow; Democracy at Work Institute; **Jamie Pockrandt**, Democracy at Work Institute; **Melissa Hoover**, Executive Fellow; Democracy at Work Institute

Table 6: *Update on State Employee Ownership Centers* – **Kim Blaughter**, California Center for Employee Ownership; Beyster Institute; **Bill Castellano**, Wawa Fellow, NJ/NY Center for Employee Ownership; Rutgers University; **Jim Terez**, Corey Rosen Fellow, NJ/NY Center for Employee Ownership; Rutgers University

Table 7: *Differential Tax Treatment of Debt vs. Equity – How Do You Draw a Line That Doesn't Exist?* – **George Jackson**, J. Robert Beyster Fellow; Virginia Wesleyan University

Table 8: *Policy Outlook for a "European ESOP"* – **Tej Gonza**, Rutgers Research Fellow; University of Ljubljana



Monday Afternoon, June 27, 2022 (GMT-8)

1:00pm–
2:00pm

Plenary Keynote Book Talk: “Ownership: Reinventing Companies, Capitalism, and Who Owns What”

Jacobs Hall

Chair: **Christopher To**, Rutgers University

Speaker: **Corey Rosen**, Faculty Fellow and Mentor; NCEO

Discussants:

Jens Lowitzsch, Kelso Professorship at European University Viadrina Frankfurt (Oder)

Jack Moriarty, Ownership America

2:00pm–
3:30pm

Concurrent Sessions

ESOP Companies and Corporate Social Responsibility

ESOP Room – Jacobs

Chair: **Rina Agarwala**, Kendeda Fellow; Johns Hopkins University

Creating a Climate for Inclusion in Employee-Owned Businesses

Adriane Clomax, Kendeda and Corey Rosen Fellow; University of Southern California

Employee Ownership and Corporate Environmental Sustainability

Jegoo Lee, J. Robert Beyster Fellow; University of Rhode Island

Discussants:

Takao Kato, Faculty Fellow and Mentor; Colgate University

Elizabeth Bennett, Institute Fellow; Harvard JFK School of Government; Lewis & Clark College

Driving Towards an Ownership Economy, ft. Jane Alexander, Chief Marketing Officer at Carta

EO Room – Sahm Seaview

Chair: **Douglas Kruse**, Acting Director of the Institute for the Study of Employee Ownership and Profit Sharing; Distinguished Professor, Rutgers University

Speaker: **Jane Alexander**, Carta

Discussants:

Bill Castellano, Wawa Fellow, NJ/NY Center for Employee Ownership; Rutgers University

Yifat Aran, Institute Fellow; University of Haifa School of Law



What Is the Road to Economic Democracy?
 Policy School – Conrad Prebys

Chair: **Melissa Hoover**, Executive Fellow; Democracy at Work Institute

The Law of Solidarity
Renee Hatcher, Kendeda Fellow; University of Illinois at Chicago

Worker Cooperative Roadmap for Growth
Mike Leung, Abolish Human Rentals

Discussants:
Denise Kasparian, Kendeda Fellow; University of Buenos Aires
Mark Kaswan, W. K. Kellogg Foundation and J. Robert Beyster Fellow; University of Texas Rio Grande Valley

3:30pm–
4:00pm

Coffee Break
Jackson Terrace

4:00pm–
5:30pm

Concurrent Sessions

ESOP Case Study Session
 ESOP Room – Jacobs

Chair: **Adria Scharf**, Director of Education and Collaborations of the Institute for the Study of Employee Ownership and Profit Sharing; CLEO Project Director; J. Robert Beyster and Louis O. Kelso Fellow; Rutgers University

The Unionized ESOP: An Interview-Based Study of a Regional Supermarket Chain
Tricia McTague, Kevin Ruble, Employee Ownership Foundation Louis O. Kelso, and Rutgers Research Fellow; Eastern Michigan University

ESOPs in the Healthcare Sector
Valerie Whitcomb, Employee Ownership Foundation Louis O. Kelso Fellow; Salisbury University

Mission Alignment in the Hybrid Organization: The Role of Indirect Support Activities and an Activity Ecosystem
Nancy Kurland, Kevin Ruble Fellow; Franklin & Marshall College

Discussants:
Ed Carberry, Employee Ownership Foundation Louis O. Kelso, J. Robert Beyster, and Fidelity Investments Fellow; University of Massachusetts Boston
Jim Terez, Corey Rosen Fellow, NJ/NY Center for Employee Ownership; Rutgers University



Book Talk: “Co-operative Struggles: Work Conflicts in Argentina’s New Worker Co-operatives”

EO Room – Sahn Seaview

Chair: **Eve O’Connor**, Institute Fellow; Harvard University

Speaker: **Denise Kasparian**, Kendeda Fellow; University of Buenos Aires

Discussants:

Gonzalo Hernández Gutiérrez, Institute Fellow; ITESO Jesuit University of Guadalajara

Simon Pek, Social Capital Partners Fellow; University of Victoria

The Pittsburgh Citywide Task Force on Employee Ownership

Policy School – Conrad Prebys

Chair: **Corey Rosen**, Faculty Fellow and Mentor; NCEO

Speakers:

David Finegold, President, Chatham University; Former Dean of the Rutgers School of Management and Labor Relations; Senior Fellow

Trevor Young-Hyman, Bill and Connie Nobles, and Employee Ownership Foundation Louis O. Kelso Fellow; University of Pittsburgh Katz School of Business

Kevin McPhillips, Pennsylvania Center for Employee Ownership

Discussants:

John Guzek, Harvard Business School

Nathan Nicholson, NCEO

Christopher Michael, Managing Director of the Institute for the Study of Employee Ownership and Profit Sharing; Assistant Professor, Rutgers University

6:30pm–

Dinner

8:30pm

Piazza 1909 Restaurant

7731 Fay Ave

La Jolla, CA 92037



Tuesday Morning, June 28, 2022 (GMT-8)

7:30am– ***Breakfast***
9:00am Jackson Terrace

9:00am– ***ESOP Company Panel: The Context for Research Questions***
10:00am Jacobs Hall

Chair: **Ginny Vanderslice**, Faculty Fellow and Mentor; University of Pennsylvania; Praxis Consulting

Panelists:

Gellert Dornay, Portage Bank Holding Company (www.portage.bank)

Jennifer Barbee, Applied Earthworks (www.appliedearthworks.com)

Mark Gray, Landry's Bicycles (www.landrys.com)

Lynn Brun, ISG (www.isginc.com)

10:00am– ***Coffee Break***
10:30am Jackson Terrace

10:30am– ***Concurrent Sessions***
12:00pm

KSS Line Ltd. – Profit Sharing and Employee Ownership in Korea
ESOP Room – Jacobs

Chair: **Nathan Nicholson**, NCEO

Speaker: **Antonio Cho**, KSS Line

Discussants:

Eve O'Connor, Institute Fellow; Harvard University

Margaret Lund, Executive Fellow; Co-opera



Reading the Fine Print: Worker Cooperatives in Action

EO Room – Sahm Seaview

Chair: **Adrienne Eaton**, Dean of the Rutgers School of Management and Labor Relations

Working Democracies: Managing Inequalities in Worker Cooperatives

Joan Meyers, W. K. Kellogg Fellow; California Polytechnic State University at San Luis Obispo

Hostile Ecologies: Barriers to Cooperatively Organized Innovation

Lily Irani, UC San Diego

Udayan Tandon, UC San Diego

Discussants:

Laura Hanson Schlachter, Rutgers Research Fellow; University of Wisconsin–Madison

Camille Kerr, Executive Fellow; Co-Project Director, Rutgers Unions and Worker Ownership Project

Perspectives on Hierarchy: Theory and Action

Policy School – Conrad Prebys

Chair: **Lucas McGranahan**, Employee Ownership Foundation Louis O. Kelso Fellow; University of Illinois at Chicago

Ownership and Hierarchy

Yunhyae Kim, Institute Fellow; Harvard University

How Start-Up Employees Think About Equity Compensation?

Yifat Aran, Institute Fellow, University of Haifa School of Law

Discussants:

Elizabeth Bennett, Institute Fellow; Harvard JFK School of Government; Lewis & Clark College

Richard Freeman, Faculty Fellow and Mentor; Harvard University

Bill Castellano, Wawa Fellow, NJ/NY Center for Employee Ownership; Rutgers University

Takao Kato, Faculty Fellow and Mentor; Colgate University

12:00pm–
1:00pm

Lunch With Theme Tables

Jackson Terrace

Table 1. *The SEC's Human Capital Guidelines and Employee Ownership* – **Jack Moriarty**, Ownership America; **John Guzek**, Harvard Business School

Table 2. *Two Centuries of Entry and Exit of U.S. Communal Organizations* – **Avner Ben-Ner**, Faculty Fellow and Mentor; University of Minnesota



Table 3. *Ownership Works: Organizational Overview and Ownership Model* – **Alex Kaufman**, Ownership Works

Table 4. *Under-Explored Variables in Form 5500 Data* – **Nathan Nicholson**, NCEO

Table 5. *Update on Curriculum Library for Employee Ownership* – **Adria Scharf**, Rutgers University

Table 6. *The Common Trust Initiative* – **Zoe Schlag**, Common Trust; Schmidt Futures

Table 7. *Analyzing and Creating a Unique Company Dataset on UK Architectural and Engineering Firms* – **Adrian Malleon**, Royal Institute of British Architects

Special Lunch Screening

Nobles Session: Developing Less Hierarchical Organizations – A Case Study
ESOP Room – Jacobs Hall

Chair: **Douglas Kruse**, Acting Director of the Institute for the Study of Employee Ownership and Profit Sharing; Distinguished Professor, Rutgers University

Speaker: **Chris Savage**, CEO of Wisti (www.wistia.com)

Discussants:

Markus Reitzig, Bill and Connie Nobles Fellow; University of Vienna

Trevor Young-Hyman, Bill and Connie Nobles, and Employee Ownership Foundation Louis O. Kelso Fellow; University of Pittsburgh Katz School of Business

Bill Nobles, Executive Fellow; Rutgers University



Tuesday Afternoon, June 28, 2022 (GMT-8)

1:00pm–
2:00pm *Plenary Address by Jim Bonham, President & CEO of The ESOP Association*
Jacobs Hall

Chairs:

Douglas Kruse, Acting Director of the Institute for the Study of Employee Ownership and Profit Sharing; Distinguished Professor, Rutgers University

Robynn Cox, Institute Fellow; University of Southern California

Speaker: **Jim Bonham**, The ESOP Association

Discussant: **Dick May**, American Working Capital

2:00pm–
3:30pm *Concurrent Sessions*

Rutgers Initiatives on Employee Ownership and Minority-Owned Businesses
ESOP Room – Jacobs

Chair: **Adriane Clomax**, Kendeda and Corey Rosen Fellow; University of Southern California

Speakers:

Bill Castellano, Wawa Fellow, NJ/NY Center for Employee Ownership; Rutgers University

Melissa Hoover, Executive Fellow; Democracy at Work Institute

Discussants:

Susanne Toney, Hampton University

Renee Hatcher, Kendeda Fellow; University of Illinois at Chicago

Darrell Bratton, Fayetteville State University

Louis Kelso's Heritage: Implementing Renewable Energy CSOPs across the EU – the Horizon 2020 Project SCORE
EO Room – Sahn Seaview

Chair: **Zoe Schlag**, Common Trust; Schmidt Futures

Speaker: **Jens Lowitzsch**, Kelso Professorship at European University Viadrina Frankfurt (Oder)

Discussants:

Nancy Kurland, Kevin Ruble Fellow; Franklin & Marshall College

Jegoo Lee, J. Robert Beyster Fellow; University of Rhode Island



Sustainability and Employee Ownership
Policy School – Conrad Prebys

Chair: **Joseph AbdelNour**, Corey Rosen Fellow; ESSCA School of Management

(How) Do Voluntary Sustainability Certifications Support Cooperatives, Employee Ownership, and Profit Sharing in Global Supply Chains?

Elizabeth Bennett, Institute Fellow; Harvard JFK School of Government; Lewis & Clark College

A Critical Perspective on Employee Ownership and Sustainability

Mark Kaswan, W. K. Kellogg Foundation and J. Robert Beyster Fellow; University of Texas Rio Grande Valley

Discussants:

Rina Agarwala, Kendeda Fellow; Johns Hopkins University

Christopher Mackin, Ray Carey Fellow; Harvard Law School

Yifat Aran, Institute Fellow; University of Haifa School of Law

3:30pm–
4:00pm

Coffee Break

Jackson Terrace

4:00pm–
5:30pm

Concurrent Sessions

Quantitative Studies on the Productivity Effects of Employee Ownership and Profit Sharing
ESOP Room – Jacobs

Chair: **Valerie Whitcomb**, Employee Ownership Foundation Louis O. Kelso Fellow; Salisbury University

Profit Sharing and Workers' Behaviours – Moderating Effects of Setting Clear Performance Goals

Tony Fang, J. Robert Beyster Fellow; Memorial University of Newfoundland

Productivity, Ownership, and Markups. A Sectoral Comparison of Conventional and Worker-Owned Firms

Thibault Mirabel, Louis O. Kelso Fellow; University of Paris-Nanterre

Discussants:

Filippo Belloc, Nachson and Arie Mimran Fellow; University of Siena

Fabio Landini, Nachson and Arie Mimran Fellow; University of Parma

Trevor Young-Hyman, Bill and Connie Nobles, and Employee Ownership Foundation Louis O. Kelso Fellow; University of Pittsburgh Katz School of Business

Dan Weltmann, Louis O. Kelso, Corey Rosen, and Kevin Ruble Fellow; Western Connecticut State University



New Research on Employee Share Ownership from Emerging Scholars

EO Room – Sahm Seaview

Chair: **Mark Hand**, Institute and Corey Rosen Fellow; University of Texas at Austin

Venture Cooperative Ecosystems: A New Approach to Social and Financial ROI at Scale

Matthew Victoriano, Arizona State University

Challenges of Worker Cooperatives in Addressing Human Needs: The Case of Argentina

Stefan Ivanovski, Cornell University

Discussants:

Gonzalo Hernández Gutiérrez, Institute Fellow; ITESO Jesuit University of Guadalajara

Erik Olsen, Senior Fellow, Robert W. Edwards, Joseph Cabral, and Employee Ownership Foundation Louis O. Kelso Fellow; University of Missouri Kansas City

Vipul Bokil, University of Pittsburgh

Employee Ownership in China

Policy School – Conrad Prebys

Chair: **Ed Carberry**, Employee Ownership Foundation Louis O. Kelso, J. Robert Beyster, and Fidelity Investments Fellow; University of Massachusetts Boston

Panelists:

Richard Freeman, Faculty Fellow and Mentor; Harvard University

Qingnan Xi, Harvard University

Adie Leung, Citi Hong Kong

Wei Huang, Renmin University of China; International Center for HRM at the University of Cambridge, China Academy of Labor Science Education

6:30pm–

Dinner & Awards

8:30pm

Jacobs Hall & Jackson Terrace



Information and Assistance

Special Assistance

Inn By the Sea at La Jolla: +1 (858) 459-4461

Museum of Contemporary Art San Diego in La Jolla: +1 (858) 454-3541

Bethany Dennis, Senior Program Coordinator: +1 (732) 241-8831

Ginny Becaccio, Assistant to the Dean: +1 (732) 266-6622

Christopher Michael, Managing Director: +1 (917) 341-2728

Douglas Kruse, Acting Director: +1 (908) 616-7841

Citation of Participants and Audio/Video Permissions

Participants in the workshop are asked to seek permission from the author/presenter before citing confidential information or unpublished papers. All company case studies by invited company guests are deemed to be confidential information in order to encourage free and open discussion of issues that can inform research. Please treat them as such. Please do not make or post video or audio recordings of the conference. However, please feel free to take and post still photos and related commentary in social media. This conference is not open to the public and members of the media.

Fellowship Program

For information on the Fellowship Program and announcements for applying to upcoming fellowships, please visit:

<https://smlr.rutgers.edu/content/fellowships-professorships>

Further Information on the Institute for the Study of Employee Ownership and Profit Sharing

Please visit our website at:

<https://smlr.rutgers.edu/institute-employee-ownership-profit-sharing>



Acknowledgements

Support for the Beyster Symposium

The Beyster Symposium is supported this year by generous gifts from the J. Robert Beyster permanent endowment at Rutgers SMLR, which supports the J. Robert Beyster Chair and Endowed Professorship and programs of the Institute, a gift of J. Robert Beyster, Mary Ann Beyster, and the Beyster Family; Carta.com; the Joseph Cabral Fellowship and permanent endowment at Rutgers SMLR; the Open Society Foundation; John Menke of Menke and Associates; Google.org; The Abby Rockefeller permanent endowment at Rutgers SMLR; Laurette Verbinski on behalf of the Patrick McGovern Scholarship Fund; and the Friends of the Institute for the Study of Employee Ownership and Profit Sharing, which is chaired by Executive Fellow David Binns.

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Contact Information

Adie Leung	adie.leung@citi.com
Adria Scharf	adria.scharf@rutgers.edu
Adrian Malleson	adrian.malleson@riba.org
Adriane Clomax	clomax@usc.edu
Adrienne Eaton	eaton@smlr.rutgers.edu
Alex Kaufman	akaufman@ownershipworks.org
Antonio Cho	kicho@kssline.com
Avner Ben-Ner	benne001@umn.edu
Bethany Dennis	bethany.dennis@rutgers.edu
Bill Castellano	castellano@smlr.rutgers.edu
Bill Nobles	billnobles@optonline.net
Camille Kerr	camille@upside-down.co
Chantal Smith	csmith@wlu.edu
Chris Savage	inga@wistia.com
Christopher Mackin	cm@ownershipassociates.com
Christopher Michael	christopher.michael@rutgers.edu
Christopher To	christopher.to@rutgers.edu
Corey Rosen	crosen@nceo.org
Dan Weltmann	danweltmann@yahoo.com
Darrell Bratton	darrellbrattonsr@gmail.com
David Finegold	finegold@chatham.edu
DeEdgra Williams	deedgra.williams@famu.edu
Denise Kasparian	denise.kasparian@gmail.com
Dick May	dick.may@awcfund.com
Douglas Kruse	dkruse@smlr.rutgers.edu
Ed Carberry	edward.carberry@umb.edu
Elizabeth Bennett	elizabethbennett@lclark.edu
Erik Olsen	olsenek@umkc.edu
Evan Casper-Futterman	evan@bcdi.nyc
Eve O'Connor	eve_oconnor@g.harvard.edu
Fabiano Monetti	fabiano.monetti@fgv.edu.br
Fabio Landini	fabio.landini@unipr.it
Filippo Belloc	filippo.belloc@unisi.it
Gellert Dornay	dornay@pm.me
George Jackson	gjackson@vwu.edu
Ginny Becaccio	ginnyb@smlr.rutgers.edu
Ginny Vanderslice	ginny@praxiscg.com
Gonzalo Hernández Gutiérrez	gonzalohg@iteso.mx



Ivy Lau	ilau@paypal.com
Jack Moriarty	jack@ownershipamerica.org
Jamie Pockrandt	jpockrandt@institute.coop
Jane Alexander	jane.alexander@carta.com
Jegoo Lee	jegoolee@uri.edu
Jennifer Barbee	jbarbee@appliedearthworks.com
Jens Lowitzsch	lowitzsch@europa-uni.de
Jim Bonham	jbonham@esopassociation.org
Jim Terez	jet84@smlr.rutgers.edu
Joan Meyers	jomeyers@calpoly.edu
John Guzek	jguzek@mba2023.hbs.edu
Jose Garcia-Louzao	joseglouzao@gmail.com
Joseph AbdelNour	joseph.abdel-nour@essca.fr
Joseph Blasi	blasi@smlr.rutgers.edu
Kevin McPhillips	kevin@paceo.org
Kim Blaughner	kblaughner@ucsd.edu
Laura Hanson Schlachter	lhanson4@wisc.edu
Lily Irani	lirani@ucsd.edu
Lucas McGranahan	lucas.mcgranahan@gmail.com
Lynn Brun	lynn.bruns@isginc.com
Margaret Lund	mlund95@gmail.com
Mark Gray	mgray@landrys.com
Mark Hand	mark.hand@utexas.edu
Mark Kaswan	mark.kaswan@utrgv.edu
Markus Reitzig	markus.reitzig@univie.ac.at
Mary Ann Beyster	maryann@beysterventures.com
Matthew Victoriano	mattvictoriano@gmail.com
Melissa Hoover	mhoover@institute.coop
Mike Leung	mike.leung@protonmail.com
Mila Turner	milanika.turner@famuedu
Nancy Kurland	nkurland@fandm.edu
Nancy Wiefek	mhoover@institute.coop
Nathan Nicholson	nnicholson@nceo.org
Olga Prushinskaya	oprushinskaya@institute.coop
Qingnan Xi	2362626753@qq.com
Renee Hatcher	rhatche@uic.edu
Richard Freeman	rbfreeman@gmail.com
Rina Agarwala	agarwala@jhu.edu
Robynn Cox	robynnco@usc.edu
Sally Sledge	sasledge@msn.com



Simon Pek	spek@uvic.ca
Stacey Sutton	suttons@uic.edu
Stefan Ivanovski	stefan.ivanovski@bucknell.edu
Susanne Toney	susanne.toney@hamptonu.edu
Takao Kato	tkato@colgate.edu
Tanya Smith Brice	tanyasmithbrice@gmail.com
Tej Gonza	tej.gonza@ekonomska-demokracija.si
Thibault Mirabel	t.mirabel@parisnanterre.fr
Tony Fang	tfang@mun.ca
Trevor Young-Hyman	try6@pitt.edu
Tricia McTague	tmctague@emich.edu
Valerie Whitcomb	vjwhitcomb@salisbury.edu
Vinod Kool	vinodkool@gmail.com
Vipul Bokil	vib34@pitt.edu
Wei Huang	w.huang@cantab.net
Yifat Aran	yifata@alumni.stanford.edu
Yunhyae Kim	yunhyaekim@g.harvard.edu
Zoe Schlag	zoe.schlag@gmail.com

Institute for the Study of Employee Ownership and Profit Sharing

**School of Management and Labor Relations
Rutgers, The State University of New Jersey
Janice H. Levin Building
94 Rockafeller Road
Piscataway, NJ 08854-8054**

smlr.rutgers.edu/institute-employee-ownership-profit-sharing