

Rutgers-Oxford Employee Ownership Research Symposium: September 1, 2023

Organized by the Institute for the Study of Employee Ownership and Profit Sharing at Rutgers University's School of Management and Labor Relations and the Center for Mutual and Co-Owned Business at Kellogg College, Oxford University

Co-Hosts:

Jonathan Michie, President, Kellogg College and Director, Center for Mutual and Co-Owned Business (MCOB), Oxford University

Joseph Blasi, Director, Institute for the Study of Employee Ownership and Profit Sharing, Rutgers University

Moderator:

Christopher Mackin, Senior Fellow, Abby Rockefeller Fellow, and Ray Carey Fellow, Institute for the Study of Employee Ownership and Profit Sharing, Rutgers University

OPENING DINNER – Thursday, August 31, 2023

7:15 p.m. Location: Kellogg College, 60-62 Banbury Road, Mawby Room, Oxford University

Welcome and drinks will commence at 7 p.m. until the 7:15 pm start time.

BREAKFAST - Friday, September 1, 2023

Location: The Hub Café, Kellogg College, 60-62 Banbury Road, Oxford

AGENDA – Six Sessions – Friday, September 1, 2023

Location: Mawby Room, Kellogg College, 60-62 Banbury Road, Oxford

8:30-9:30 Session 1 – Seven Minutes Each – 30 Minute Discussion

Paper 1: Sockin, Adrianto, and Ben-Ner – Are Workers Better Off Owning the Firm?

Paper 2: Guzek – Alternative Pathways for Shared Capitalism: Sharing Portions of Profits & Control

Paper 3: Lee, Kruse, Blasi – Shared Capitalism and Environmental Sustainability

Paper 4: Blasi, Kruse, Han & Castellano – The Shares Laboratory: Report for First Quarter 2023 - Historical Trends in Equity Compensation 2002-2018

9:30-10:30 Session 2 – Seven Minutes Each – 30 Minute Discussion

Paper 1: Nacvalovaite - Sovereign Wealth Fund Investment in Co-operatives, Employee-Owned Businesses and Social Enterprises

Paper 2: Hoffmire – Employee Ownership Research and Where It Needs to Go

Paper 3: Goldstein – Case Study: ESOP-Owned Holding Company: Lessons Learned and Suggested Research Topics

Paper 4: Lowitzsch, Hashani, Matiaske, Czaya, Hashi, and Kabst – Dynamics, Effects, and Potential of Employee Financial Participation between 2000 and 2023 in the EU

10:30-11:00 Break 1

11:00-Noon Session 3 – Seven Minutes Each – 30 Minute Discussion²

Paper 1: Mackin - Defining Employee Ownership: Four Meanings and Two Models

Paper 2: Erdal – Case Study: On Overcoming the Fear of Democracy

Paper 3: Sente and Mackin – Continental Ambivalence Toward Employee Ownership: Philosophical and Historical Interpretations

Paper 4: Imaz, Ravn, Ortega, Hage, Greenwood – Productive Pragmatism: Industrial Democracy Under Neo-Liberal Capitalist Conditions

12:00-1:00 Lunch – Graeme Nuttall - Priorities for Employee Ownership Research

1:00-2 PM Session 4 – Seven Minutes Each – 30 Minute Discussion

Paper 1: Berry – Business as Social Enterprise: ESOP or Other?

Paper 2: Briere, Bonelli, and Derrien – Altruism or Self Interest: ESG and Participation in Employee Share Plans

Paper 3: Tran and Tran - Every Light Has its Shadow: The Impact of Employee Ownership on Bank Opacity

Paper 4: Banerjee, Lampela and Bhalla – The Psychology of Employee Owners: Why Launching New Employee Ownership Schemes Can Signal Organizational Resilience During Crises?

2:00-2:30 Break 2

2:30-3:45 Session 5 – Seven Minutes Each – 40 Minute Discussion

Paper 1: Abdelnour, Aubert and Campa – Can Employee Ownership Make Earnings Management Beneficial for the Firm?

Paper 2: Aubert, Cordova and Hernandez - Sharing the Ownership in Peru and Mexico

Paper 3: Freundlich, Leceta, and Arexolaleiba – The Effects of Cooperative Enterprise Education on Worker-Members and Their Firms

Paper 4: Fakhfakh and FitzRoy – Profit Sharing, Employee Ownership, Productivity and Conflicts in French Firms

Paper 5: Pendleton and Brown – Decision Making in Share Plan Participation: The Role of Habit

3:45-4:15 Break 3

4:15-5:15 Session 6 – Seven Minutes Each – 30 Minute Discussion

Paper 1: By Zoom - Kruse, Schur, Kato, and Wang – Disabilities, Shared Capitalism and Wealth

Paper 2: By Zoom – Palis and Kruse – Employee Stock Ownership Plans and Workplace Safety

Paper 3: By Zoom – Hand - Employee Ownership Trusts: A New Exit Option for US Business Owners?

Paper 4: By Zoom --Palmieri – Exploring the Economic Dimensions of Workplace Participation

5:15-5:45 – Wrap Up – Concluding Remarks

Jonathan Michie

Joseph Blasi

Christopher Mackin

THE END