

Vitae

Christopher Michael

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Labor Studies and Employment Relations
School of Management and Labor Relations
Rutgers University – The State University of New Jersey
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EDUCATION

The Graduate Center, CUNY
Ph.D., Political Science (2018)
Major: Political Theory
Minor: Public Policy
Specialization: Writing Politics
Foreign language: German (High Pass)

CUNY School of Law
J.D. (2014)
Law review: Member
Clinical concentration: Community & Economic Development
Honors: Postdoctoral Fellowship at Community & Economic Development Clinic
Admitted: NY, NJ, MN, ND, DC

Columbia University
B.A., English (1999)

DISSERTATION

“A History of Employee Ownership in the United States”
Committee: Frances Fox Piven (chair), Uday Singh Mehta, Joshua Freeman

TEACHING AND RESEARCH INTERESTS

Teaching: Labor history, labor and employment law, community economic development, American politics, public policy

Research: Labor history, corporate governance, business history, democratic theory

EXPERIENCE

Teaching

Senior Director at Institute for the Study of Employee Ownership and Profit Sharing and Assistant Professor of Professional Practice at Rutgers School of Management and Labor Relations, 2018-

Courses: History of Labor and Work in the United States, 1880-1945; Fundamentals of Employee Ownership

Adjunct Professor at CUNY School of Law, 2018

Course: Wills, Trusts, and Estates

Adjunct Assistant Professor at Queens College, 2018

Course: Labor and Employment Law

Adjunct Assistant Professor at Lehman College, 2016

Course: The American Political System

Adjunct Assistant Professor at York College, 2016

Course: Politics and Government in the United States

Adjunct Assistant Professor at CUNY School of Labor and Urban Studies, 2015

Course: Special Topics - Worker Cooperatives

Adjunct Assistant Professor at Baruch College, 2014-15

Courses: Social Entrepreneurship; Entrepreneurship Management

Achievement: Student team won New York Business Plan Competition 2015

Adjunct Assistant Professor at Lehman College, 2014

Course: The American Political System

Adjunct Lecturer at York College, 2013

Course: Politics and Government in the United States

Teaching Assistant under Professor Paula Berg, CUNY School of Law, 2013

Course: Torts

Research

Co-Investigator, Department of Economics, Rutgers-Newark, 2016-18

Research Associate, Rutgers School of Management and Labor Relations, 2016-17

Research Assistant under Honorable Jenny Rivera, CUNY School of Law, 2012

GRANTS, FELLOWSHIPS, AND PRIZES

Joseph Cabral Fellow, Rutgers Institute for the Study of Employee Ownership and Profit Sharing, 2020-23

Senior Fellow, Rutgers Institute for the Study of Employee Ownership and Profit Sharing, 2019-20

Grunin Prize Finalist, Grunin Center for Law and Social Entrepreneurship, NYU School of Law, 2019-20

Louis O. Kelso Fellowship, Rutgers Institute for the Study of Employee Ownership and Profit Sharing, 2018-19

Rutgers Research Fellowship, Rutgers School of Management and Labor Relations, 2016-17

Graduate Fellowship, CUNY Graduate Center, 2010-17

The Center for Place, Culture and Politics Graduate Fellowship, CUNY Graduate Center, 2015-16

Postdoctoral Research Fellowship, CUNY Law School, 2014-15

Alfred D. Chandler, Jr. Travel Grant, Business History Conference, 2015

Q. A. Shaw McKean, Jr. Fellowship in Democratic Capitalism, Rutgers School of Management and Labor Relations, 2013-14

ARC Knickerbocker Award for Archival Research in American Studies, CUNY Graduate Center, 2013

PROFESSIONAL AFFILIATIONS

American Historical Association

Labor and Employment Relations Association

Labor and Working-Class History Association

American Political Science Association

Association for Public Policy Analysis and Management

American Bar Association

American Law and Economics Association

Academy of Management

Business History Conference

Association for Business Historians

PUBLICATIONS

Books

A History of Employee Ownership in the United States (accepted for review)

Peer-Reviewed Articles

“The Employee Ownership Trust, an ESOP Alternative” in 31 *Probate & Property* 1: 42-47 (2017)

“Grantor Trusts: A Path to Employee Ownership” in 149 *Tax Notes* 2: 301-06 (2015); reprinted as Chapter 1 of *New York University Review of Employee Benefits and Executive Compensation* (Matthew Bender 2016)

Book Chapters

“A Simpler Path Toward Employee Ownership: The Key Benefits of Employee Ownership Trusts” in *Using an Employee Ownership Trust for Business Transition* (National Center for Employee Ownership 2024)

“Employee Ownership as an Immigrant Workforce Strategy” in Tarry Hum, Ron Hayduk, Francois Pierre-Louis, Michael Krasner (eds.), *Immigrant Crossroads* (Temple Press 2021)

Commentary (Selected)

“The British Are Coming – ESOPs and Perpetual Trusts” in *Employee-Owned America* (2019)

“The Promise of Employee-Owned Business,” co-authored with Ray Chambers, on LinkedIn (2018)

“Employee Ownership Trusts: A New Model of Employee Ownership?” in 28 *Owners At Work* 2: 8-10 (2017)

“State Capital Gains Taxation in §1042 Transactions,” co-authored with Mary Beth Gray, in 37 *Employee Ownership Report* 2: 1, 6-7 (2017)

Public Documents (Selected)

Model Employee Ownership Act (Center on Wisconsin Strategy 2017)

Growing and Preserving Jobs by Transitioning to Employee Ownership, co-authored with John Petro (Office of the Public Advocate for the City of New York 2017)

Works in Progress

Employee Ownership Trusts: An ESOP Alternative

PRESENTATIONS AND INVITED LECTURES

Discussant on “ESOPs, Employee Ownership Trusts, and Sustainability” at the Mid-Year Fellows Workshop in Honor of Louis O. Kelso for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, January 2022

Discussant on “The Optimax Journey to an Employee Ownership Trust” at the Mid-Year Fellows Workshop in Honor of Louis O. Kelso for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, January 2021

Presented talk on “Strategies for Expanding Employee Ownership” at the Tsai Center for Innovative Thinking at Yale University, New Haven, CT, May 2019

Presented talk on “Employee Ownership and Urban Economic Development” at the Center for Urban Research and Education, Rutgers University, Camden, NJ, March 2018

Presented talk on “City of Newark Mayor’s Employee Ownership Initiative and State Legislation Update” at Mid-Year Fellows Workshop in Honor of Louis O. Kelso, Rutgers School of Management and Labor Relations, New Brunswick, NJ, January 2018

Presented talk on “National and New York City Ecosystems in Support of Employee Ownership” at Global STS Design Network Roundtable, Rutgers University, New Brunswick, NJ, September 2017

Discussant on “Body of Work Presentation: What We Know and Would Like to Know about Worker Cooperatives? The Work of John Pencavel” and presented talk on “Legislative Developments on a State Center in New York State” at The Beyster Symposium in partnership with Rutgers School of Management and Labor Relations, La Jolla, CA, June 2017

Respondent for paper on “Employee Stock Ownership Plan Acquisitions” at Mid-Year Fellows Workshop in Honor of Louis O. Kelso, Rutgers School of Management and Labor Relations, New Brunswick, NJ, January 2017

Presented talk on “Employee Ownership in the United States” to L’Institut Supérieur de Gestion American Business Management and Finance Course at Brooklyn College Graduate Center for Worker Education, New York, NY, July 2016

Presented paper on “The Employee Ownership Trust”; respondent on panel titled “Employee Ownership in the UK: What Does the Research Reveal and What Are the Policy Lessons?”; speaker on panel titled “The Role of State Legislation and States in Developing Worker Ownership” at The Beyster Symposium in partnership with Rutgers School of Management and Labor Relations, La Jolla, CA, June 2016

Presented talk on “U.S. Employee Ownership Policy and the New York City Worker Cooperative Initiative” to Ministry of Social Development, Western Cape Government of South Africa at Rutgers University, Newark, NJ, April 2016

Respondent on panel titled “Studying New Forms of Organization: Initiating a Research Program on Employee Stock Ownership and Private Equity”; speaker on panel titled “Studying New Forms of Organization: How Investment Banking Realities Shape Worker Ownership Policies and Practice in Firms?” at Mid-Year Fellows Workshop in Honor of Louis O. Kelso, Rutgers School of Management and Labor Relations, New Brunswick, NJ, January 2016

Presented paper on “Entrepreneurship and Economic Democracy” at American Political Science Association Conference, Washington, DC, August 2014; presented at Annual Meeting of the Academy of Management, Vancouver, CA, August 2015

Presented paper on “Workers, Entrepreneurs, and Knights: Workplace Democracy and the Collective Action Problem” at joint meeting of the Business History Conference and the European Business History Association, Miami, FL, June 2015

Speaker on panel titled “Municipal Initiatives on Worker Ownership” at The Beyster Symposium, Rady School of Management, University of California, San Diego, La Jolla, CA, June 2015

Presented paper on “Pure Cooperation and Profit Sharing: The Meaning and Practice of Workplace Democracy in the Era of the Knights of Labor” at Midwestern Political Science Association Conference, Chicago, IL, April 2015

Presented talk on “Workplace Democracy and Universities” at Queens College, New York, NY, April 2015

Discussant on panel titled “What Would It Take For Worker Cooperatives to Rapidly Develop in the United States and Are These Conditions Realistic?” at Mid-Year Fellows Workshop in Honor of Louis O. Kelso, Rutgers School of Management and Labor Relations, New Brunswick, NJ, January 2015

Presented talk on “Leadership and Social Change” at Brooklyn College, New York, NY, October 2014

Presented talk on “Theory and Practice of Employee Ownership” at CUNY School of Law, New York, NY, October 2014

Presented paper on “Unionized Worker Cooperatives: A Global Perspective” at Northeastern Political Science Association Conference, Philadelphia, PA, November 2013; accepted to present at Southern Political Science Association Conference, New Orleans, LA, January 2014; presented at Midwestern Political Science Association Conference, Chicago, IL, April 2014; presented at New York State Political Science Association Conference, New York, NY, April 2014; accepted to present at International Association for the Economics of Participation, Montevideo, Uruguay, July 2014

Presented talk on “Leading Without Leaders: The Mondragon Cooperative Corporation” at The New School, New York, NY, May 2014

Presented paper on “Latin American Worker Cooperatives en Nueva York” at Latin American Studies Association Conference, Chicago, IL, May 2014

Presented talk on “Cooperative Economic Alternatives” at Hunter College School of Social Work, New York, NY, May 2012

Presented talk on “Direct Public Offerings and Community Ownership” at Fordham Law Community Economic Development Clinic, New York, NY, March 2012

PROFESSIONAL SERVICE

Organized and chaired the Mid-Year Fellows Workshop in Honor of Louis O. Kelso for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, New Brunswick, NJ, January 2024

Chaired sessions titled “Plenary Address with James Bonham, President & CEO of the ESOP Association and President of the Employee Ownership Foundation,” “U.S. History of Employee Ownership,” and “The Spillover of Employee Ownership to Political Attitudes and Behaviors” at the Mid-Year Fellows Workshop in Honor of Louis O. Kelso for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, New Brunswick, NJ, January 2023

Organized and chaired conference on “Private Equity and Employee Share Ownership” for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, New Brunswick, NJ, November 2023

Organized and chaired the Mid-Year Fellows Workshop in Honor of Louis O. Kelso for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, New Brunswick, NJ, January 2023

Organized and chaired conference on “Private Equity and Employee Share Ownership” for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, New Brunswick, NJ, November 2022

Organized and chaired the Beyster Symposium for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, La Jolla, CA, June 2022

Presented webinar on “Employee Ownership Trusts” for National Center for Employee Ownership, March 2022

Testified at public hearings on the Maryland Employee Ownership Act before the Senate Budget & Taxation Committee and the House Ways & Means Committee of Maryland, Annapolis, MD, February 2022

Presented webinar on “Employee Ownership Trusts” for NJ/NY Center for Employee Ownership, January 2022

Chaired session on “Panel Discussion: ESOP Buyouts, Sustainability, and Worker Wealth” at the Mid-Year Fellows Workshop in Honor of Louis O. Kelso for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, January 2022

Organized and chaired the Mid-Year Fellows Workshop in Honor of Louis O. Kelso for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, January 2022

Organized and chaired conference on “Private Equity and Employee Share Ownership” for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, November 2021

Presented webinar on “Employee Ownership Trusts” for Rocky Mountain Center for Employee Ownership, October 2021

Chaired session on “Employee Share Ownership in Africa” at the Beyster Symposium for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, New Brunswick, NJ, June 2021

Organized and chaired the Beyster Symposium for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, June 2021

Presented webinar on “Employee Ownership Trusts” for National Center for Employee Ownership, May 2021

Presented webinar on “Employee Ownership Trusts” for NJ/NY Center for Employee Ownership, May 2021

Chaired the “Employee Ownership Trust Company Panel: The Context for Research Questions” at the Mid-Year Fellows Workshop in Honor of Louis O. Kelso for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, January 2021

Organized and chaired the Mid-Year Fellows Workshop in Honor of Louis O. Kelso for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, January 2021

Organized and chaired conference on “Private Equity and Employee Share Ownership” for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, November 2020

Chaired the “Employee Ownership Trust Company Panel: The Context for Research Questions” at the Beyster Symposium for Rutgers Institute for the Study of Employee Ownership and Profit Sharing and in collaboration with the International Association for the Economics of Participation, June 2020

Organized and chaired the Beyster Symposium for Rutgers Institute for the Study of Employee Ownership and Profit Sharing and in collaboration with the International Association for the Economics of Participation, June 2020

Chaired sessions on “Guidelines for Shared Value Creation in Employee Ownership Conversions and New Research Questions” and “Why Has the Growth of Majority Employee-Owned Firms Stalled and How Can This Be Researched?” at the Mid-Year Fellows Workshop in Honor of Louis O. Kelso for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, New Brunswick, NJ, January 2020

Organized and chaired the Mid-Year Fellows Workshop in Honor of Louis O. Kelso for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, New Brunswick, NJ, January 2020

Presented talk on “Selling to an Employee Ownership Trust” at the Fall ESOP Forum for National Center for Employee Ownership, Salt Lake City, UT, September 2019

Presented talk on “Employee Ownership Alternatives” at the Vermont Employee Ownership Conference for the Vermont Employee Ownership Center, Burlington, VT, June 2019

Presented webinar on “Employee Ownership Trusts” for NJ/NY Center for Employee Ownership, May 2019

Presented talk on “Employee Ownership Trusts” at National Center for Employee Ownership Annual Conference, Pittsburgh, PA, April 2019

Organized and chaired conference on “Private Equity and Employee Share Ownership” for Rutgers Institute for the Study of Employee Ownership and Profit Sharing, New York, NY, March 2019

Testified at public hearings on the Maryland Employee Ownership Act before the Senate Budget & Taxation Committee and the House Ways & Means Committee of Maryland, Annapolis, MD, February 2019

Presented webinar on “Employee Ownership Trusts” for National Center for Employee Ownership, February 2019

Presented talk on “Employee Ownership Trusts” at National Center for Employee Ownership Seminar, Scottsdale, AZ, February 2019

Testified at public hearings on the Maryland Employee Ownership Act before the Senate Budget & Taxation Committee and the House Ways & Means Committee of Maryland, Annapolis, MD, February 2018

Presented talk on “State Employee Ownership Centers” at The ESOP Association Multi-State Conference - PA/DE and NY/NJ Chapters, Scranton, PA, September 2017

Presented talk on “The Employee Ownership Trust” at the Ohio Employee Ownership Center Annual Conference, Fairlawn, OH, April 2017

Presented talk on “Employee Ownership Trusts” at National Center for Employee Ownership Annual Conference, Denver, CO, April 2017

Interviewed for “Harlem Beat” radio program on WHCR, New York, NY, December 2016

Interviewed by Laura Flanders on WBAI, New York, NY, May 2016

Presented talk on “Employee Ownership: Lessons & Experiences” to Swedish Parliament Committee on the Labor Market, New York, NY, February 2016

Presented talk on “Buffalo Economic Development and Employee Ownership” with New York Assembly Member Sean Ryan, Buffalo, NY, November 2015

Presented talk on “Employee Ownership Successions” to Swedish Parliament Committee on Industry and Trade, New York, NY, September 2015

Organized 2nd Annual NYC Worker Cooperative Conference, New York, NY, May 2015

Testified at public hearing on New York City Council Fiscal Year 2016 Preliminary Budget before Committee on Community Development and Committee on Youth Services, New York City Council, New York, NY, March 2015

Chaired panel on “Who Are the True Heirs of the American Revolution? Workplace Democracy and America’s First Principles” at Mid-Year Fellows Workshop in Honor of Louis O. Kelso, Rutgers School of Management and Labor Relations, New Brunswick, NJ, January 2015

Testified at public hearing on local law (Int. No. 423) before Committee on Community Development, New York City Council, New York, NY, October 2014

Organized 1st Annual NYC Worker Cooperative Conference, New York, NY, June 2014

Interviewed for GRITtv with Laura Flanders, New York, NY, March 2014

Testified at public hearing titled “Worker Cooperatives: Is This a Model That Can Lift Families Out of Poverty?” before Committee on Community Development, New York City Council, New York, NY, February 2014

Speaker at Federation of Protestant Welfare Agencies policy forum, New York, NY, January 2014

Chaired panel on “Employee Ownership and the Mentality of Socialism” at Mid-Year Fellows Workshop in Honor of Louis O. Kelso, Rutgers School of Management and Labor Relations, New Brunswick, NJ, January 2014

Interviewed for “Harlem Beat” radio program on WHCR, New York, NY, December 2013

Presented talk on the “Worker Cooperative Federal Credit Union” at Eastern Conference for Workplace Democracy 2013, Drexel University, Philadelphia, PA, July 2013

Convened panels on “Worker Control and Community Councils in Latin America,” “Organizing Workers Along the Food Chain,” “Labor, Human Rights and the Media: the ILO Transit Workers Decision,” “Domestic Workers and Workers’ Control in New York City,” “The Need for Cooperative Education,” and “The Erosion of Labor Law and Worker Insurgency against Capital’s Offensive” at Labor and Working-Class History Association Conference 2013, Brooklyn College Graduate Center for Worker Education, New York, NY, June 2013

Chaired panel on “A New Front for Labor: Unionized Worker Cooperatives” at Left Forum 2013, Pace University, New York, NY, June 2013

Presented webinar on “Worker Ownership and Direct Public Offerings” for Business Alliance for Local Living Economies, New York, NY, August 2012

Speaker on panel titled “Worker Cooperatives: Building a Solidarity Economy”; chaired panel on “Workers’ Cooperatives: the International Context” at Left Forum 2012, Pace University, New York, NY, March 2012

Interviewed for radio program titled “Locavesting: Investing in the “Backbone” of the American Economy” on WNPR, Hartford, CT, February 2012

Speaker on panel titled “Financing the Launch and Growth of Worker-Owned Businesses” at Eastern Conference for Workplace Democracy 2011, University of Maryland at Baltimore, Baltimore, MD, July 2011

Co-organized the City University of New York Political Science Graduate Student Conference, The Graduate Center, CUNY, New York, NY, December 2010

Speaker on panel titled “Creative Financing for Your Worker Cooperative” at National Worker Cooperative Conference 2010, University of California, Berkeley, Berkeley, CA, August 2010

LANGUAGES

German, Advanced, Study at Volkshochschule Friedrichshain-Kreuzberg, Berlin, 2003-05

Spanish, Advanced

PROFESSIONAL ACTIVITIES

Editorial Board, *Journal of Labor and Society*, 2013-

Board Director, CUNY Economic Democracy Project, 2014-15

Elections Committee, Department of Political Science, 2014-15

Conference Planning Committee, Labor and Working-Class History Association, 2013

At-Large Representative, Doctoral Students’ Council, 2013

Director, Business, Industry and Government Club, 2012-13

Member, *CUNY Law Review*, 2012-13

Co-Chair, Law and Ideology Club, 2011-12

PROFESSIONAL EXPERIENCE

Founder and Managing Director, EOT Advisors, 2017-

- First financial services firm in the country dedicated to assisting business owners in selling to an employee ownership trust (EOT)

Director of Employee Ownership, Newark Community Economic Development Corporation, 2017-19

- Designing and implementing mayoral employee ownership initiative
- Launching public-private investment fund
- Conducting outreach to business owners and facilitating business transitions
- Drafting municipal legislation

Senior Advisor, NY/NJ Center for Employee Ownership at Rutgers University, 2016-18

- Consulted on launch of university-based center

Policy Director and General Counsel, The ICA Group, 2014-17

- Led strategic overhaul of 40-year-old nonprofit organization
- Consulted for employee-owned businesses, economic development corporations, loan funds, labor organizations, universities, and other nonprofits
- Originated new approach to basic operational practices
- Developed policy platform and directed policy operations
- Proposed and introduced NY bill (A5191A/S5349) (2017)

COMMUNITY SERVICE

Director, A. Philip Randolph Square Neighborhood Alliance, 2018-

Director, New York Council for Housing Development Fund Companies, 2014-

Director, Maryland Center for Employee Ownership, 2018-

Advisory Board, CertifiedEO/Ownership Alliance, 2016-

Founder and Executive Director, NYC Network of Worker Cooperatives, 2009-16

- \$2.3M grant from New York City Council for coalition (2016)
- \$2.1M grant from New York City Council for coalition (2015)
- Passed New York City local law (Int. No. 423) (2015)
- \$1.2M grant from New York City Council for coalition (2014)
- Proclamations from Mayor de Blasio, Public Advocate James, and Manhattan Borough President Brewer
- \$150,000 grant from New York City Council for an affiliate organization (2013)

Founder, New York State Worker Cooperative Business Association, 2015-16

- Proposed and introduced NY bill (A9618) (2016)

Organizer, National Worker Cooperative Bank, 2013

- Researched requirements for state and FDIC approval for bank charter

Founding Partner, Workers Development, 2009-13

- Researched and implemented direct public stock offering

National Campaign Manager, Worker Cooperative Federal Credit Union, 2011-13

- Managed NCUA chartering process for the proposed credit union

REFERENCES

President Kyle Farmbry, Guilford College, 5800 W Friendly Ave, Greensboro, NC 27410,
Email: kfarmbry@guilford.edu, Phone: (336) 316-2000

Distinguished Professor Joshua Freeman, Department of History, CUNY Graduate Center, 365 Fifth Avenue, New York, NY 10016, Email: jfreeman@gc.cuny.edu, Phone: (212) 817-8436

Professor Frederick Freundlich, Faculty of Business Studies, Mondragon University, Ibarra Zelaia, 2, 20560 Oñati, Spain, Email: ffreundlich@mondragon.edu, Phone: +34 943 71 80 09, ext. 221

Distinguished Professor Uday Singh Mehta, Department of Political Science, CUNY Graduate Center, 365 Fifth Avenue, New York, NY 10016, Email: umehta@gc.cuny.edu, Phone: (212) 817-8670

Professor Immanuel Ness, Department of Political Science, CUNY Brooklyn College, 25 Broadway, New York, NY 10004, Email: iness@brooklyn.cuny.edu, Phone: (212) 822-1708

Distinguished Professor Frances Fox Piven, Department of Political Science, CUNY Graduate Center, 365 Fifth Avenue, New York, NY 10016, Email: fpiven@hotmail.com, Phone: (212) 817-8670

Professor Joel Rogers, University of Wisconsin Law School, 975 Bascom Mall, Madison, WI 53706, Email: michelle.bright@wisc.edu, Phone: (608) 262-4266

Professor Emeritus Jean Zorn, CUNY School of Law, 2 Court Square, Queens, NY 11101, Email: jean.zorn@law.cuny.edu, Phone: (718) 340-4580