

Curriculum Vitae
Joseph Raphael Blasi
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Personal Data

Born, October 6, 1949, Scranton, Pennsylvania
Marital Status: married (Nancy Bonus)

Employment

J. Robert Beyster Distinguished Professor, Rutgers University, School of Management and Labor Relations, Department of Human Resource Management and Department of Labor Studies and Employment Relations, and Rutgers Business School, Department of Management and Global Business (by joint appointment), July 1989-present.

Director, Institute for the Study of Employee Ownership and Profit Sharing, July 2007-present

Visiting Associate, School of Historical Studies, Institute for Advanced Study, September 2018-December 2018

Visiting Professor, Princeton University, Department of Sociology, July 2014-June 2016.

Visiting Professor, Yale University, School of Management, July 1997-December, 1997.

Professor of Management and Labor Relations, California Polytechnic State University, School of Business, Department of Management, San Luis Obispo, California, July 1987- June 1989.

Member of the Faculty, Harvard University Trade Union Program, 1985-1990.

Lecturer in Social Studies, Harvard University, Committee on Degrees in Social Studies, 1979-1986.

Faculty Member, Harvard University, Freshman Seminar Program, 1983-1986.

Lecturer, Harvard University, Graduate School of Education, 1977-1979.

Teaching Fellow, Harvard University, Graduate School of Education, 1975-1977.

Education

Harvard University, Graduate School of Education, Ed.D., 1977

University of Pittsburgh, B.S., Social Psychology, 1972

Society of Jesus (Jesuits), Novitiate of St. Isaac Jogues, Latin, Greek, German, Theology, 1969

Awards and Fellowships

William D. Loughlin Member and Fellowship, Institute for Advanced Study, School of Historical Studies, September 2007-August 2008.

Mellon Foundation Member and Fellowship, Institute for Advanced Study, School of Social Science, July 1995- August 1996.

Lady Davis Fellow. Hebrew University of Jerusalem, Department of Sociology, 1982-1983.

Fulbright Fellow, University of Haifa, Department of Sociology, 1982-1983.

Professional Affiliations

Senior Fellow, Aspen Institute, October 2017-present

Associate Editor, Journal of Employee Participation and Ownership, July 2017-present

Research Associate, National Bureau of Economic Research, Cambridge, Massachusetts, September 2007-present

Research Fellow, Institute for the Study of Labor (IZA), Bonn, 2013-present.

Visiting Fellow, Center for the Study of Social Organization and Department of Sociology, Princeton University, July 2014-June 2015.

Visiting Scholar, Center for the Study of Social Organization, Princeton University Department of Sociology, July 2009- June 2010.

Member, National Academy of Social Insurance, 2007-present.

Senior Fellow, School of Business, University of California at San Diego, Beyster Institute, 2006-2008.

Visitor, Institute for Advanced Study, School of Social Science, January-May 2003.

Visiting Scholar, Harvard Business School, 1986-1987.

Research Associate, Harvard University, Center for Jewish Studies, Project for Kibbutz Studies, 1979-1985.

Research Associate, Harvard University, Graduate School of Education, 1977-1979.

Government Service

Legislative Assistant, United States House of Representatives, 1977-1981.

Administrative Responsibilities

Co-director and co-principal investigator, Rutgers University research project on the role of capital shares in the economic security of families and children. Funded by the W.K. Kellogg Foundation, July 2015-present

Director, Fellowship Program on Employee Ownership and Profit Sharing, School of Management and Labor Relations, Rutgers University. Program sponsoring national competitive fellowships, July 2007-present.

Co-director and co-principal investigator, National Bureau of Economic Research Shared Capitalism Research Project. Funded by The Russell Sage Foundation and The Rockefeller Foundation, 2000-2010.

Director, Prudential Insurance Company Certificate Program in Labor and Employment Relations, School of Management and Labor Relations, 2004-2009.

Professional Memberships

American Sociological Association
Academy of Management
American Economic Association

Labor and Employment Relations Association
Organization of American Historians
Social Science History Association

Editorial Experience

Associate Editor, *Journal of Employee Participation and Ownership*, July 2017-present

Member of the Editorial Board, Labor and Employment Relations Association, 2008-2012

Editor, Norwood Editions Book Series, 1978-1990.

Occasional reviewer for *Advances in the Economic Analysis of Participatory and Labor-Managed Firms Journal*, *British Journal of Industrial Relations*, *Economic and Industrial Democracy*, *Industrial and Labor Relations Review*, *Industrial Relations*, *International Journal of Human Resource Management*, *Journal of International Business Studies*, and the *Quarterly Journal of Economics*.

Languages

Hebrew (Modern). Extensive study of Latin and Greek (Koine), and German.

Research Interests

Economic sociology, sociology of finance, sociology of inequality, sociology of work, corporate governance, sociology of organizations, social and economic policy, social and economic history of the corporation, sociology of the corporation, sociology of shares, with particular focus on forms of equity and profit sharing by employees in businesses and dividend shares for citizens in societies through Basic Income programs

Publications: Books

The Social and Economic History of Employee Ownership and Profit Sharing in the United States. (in preparation).

The Oxford Handbook of Mutual, Co-operative and Employee-Owned Businesses. With Jonathan Michie and Carlo Borzaga. Oxford: Oxford University Press, 2017.

The Citizen's Share: Reducing Inequality in the 21st Century. With Richard Freeman and Douglas Kruse. New Haven: Yale University Press, 2013, paperback 2014, 2015.

Reviewed and discussed in *Administrative Science Quarterly*, Bloomberg Radio, Choice, The Daily Beast, The Economist, Fox TV, Forbes, Fortune, The Huffington Post,

Journal of American History, Library Journal, The Los Angeles Times, MSNBC, The New York Times, Salon, Talks@Google (New York), Talks@Google (Los Angeles) Time Magazine Online

Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options. Chicago and Cambridge, Ma: University of Chicago Press and National Bureau of Economic Research. With Richard Freeman and Douglas Kruse. 2010.

2010 Noteworthy Book in Industrial Relations and Labor Economics,
Industrial Relations Section, Princeton University

Reviewed in Industrial and Labor Relations Review and The Economic Record
and discussed in The New York Times

In the Company of Owners. New York: Basic Books, January 2003. With Douglas Kruse and Aaron Bernstein.

2010 Noteworthy Book in Industrial Relations and Labor Economics,
Industrial Relations Section, Princeton University

Excerpted in Business Week magazine in January of 2003

Named one of the 10 Best Business Books of 2003 by Business Week magazine

Named one of the 30 Best Business Books of 2003 by Soundview Executive
Book Summaries

Chinese translation in Taiwan published by Good Morning Press in 2006

Chinese translation in China published by Liaoning Education Press in 2006

Reviewed in Academy of Management Perspectives and the Journal of Moral
Education

A Working Nation: Workers, Work, and Government in the New Economy. With David T. Ellwood, Rebecca M. Blank, Douglas Kruse, and Karen Lynn-Dyson. New York: Russell Sage Foundation, 2000. Hardcover and paperback.

Reviewed in American Journal of Sociology, Industrial and Labor Relations
Review, Journal of Economic Literature, Journal of Social Policy, and Monthly
Labor Review

Stock Options, Corporate Performance and Organizational Change. With Douglas Kruse, James Sesil, Maya Kroumova, and Ed Carberry, Oakland, Ca. National Center for Employee Ownership, 2000.

Kremlin Capitalism: Privatizing the Russian Economy. With Maya Kroumova, and Douglas Kruse. Ithaca, NY: Cornell University Press, ILR Press, 1996. Hardcover and paperback.

Reviewed in *Annals of the American Academy of Political and Social Science*, *Australian Journal of International Affairs*, *British Journal of Sociology*, *Business and the Contemporary World*, *Business History*, *Business Week*, *Choice*, *Europe-Asia Studies*, *Economics of Transition*, *Fortune*, *Journal of East-West Business*, *Journal of Political Ecology*, *Library Journal*, *New York Review of Books*, *Review of Political Economy*, *Russian Review*, *Slavic Review*, *Slavonica*, *Social Science Journal*, *The New Republic*, *Washington Monthly*, and *World Today*. Chinese translation published by Shanghai Far East Publishers in 2000

The New Owners: The Mass Emergence of Employee Ownership in Public Companies and What it Means to American Business. With Douglas Kruse. New York: HarperCollins, 1991. Paperback, 1992, 1994. Hardcover and paperback.

1991 Noteworthy Book in Industrial Relations and Labor Economics, Industrial Relations Section, Princeton University

Russian translation published by Delo Publishers (Moscow) in 1995

Reviewed in *Journal of Economic Literature*, *British Journal of Industrial Relations*, *Administrative Science Quarterly*, *Economic and Industrial Democracy*

Labor Management Cooperation at Eastern Air Lines. With Beverly Smaby, Christopher Meek, Catherine Barnes, and Preeta Bansal. Washington, D.C.: U.S. Department of Labor, Bureau of Labor-Management Relations and Cooperative Programs, 1988.

Employee Ownership: Revolution or Ripoff? New York and Cambridge: Harper and Row, Ballinger Books, 1988, paperback in 1990.

Reviewed in *Administrative Science Quarterly*, *Academy of Management Review*, *Contemporary Sociology*, and *Industrial and Labor Relations Review*

Employee Ownership through ESOPs: Implications for the Public Corporation. Work in America Institute Studies in Productivity. New York: Pergamon Books, 1987.

Taking Stock: Employee Ownership at Work. With M. Quarrey and C. Rosen. New York and Cambridge: Harper and Row, Ballinger Books, 1986.

The Communal Experience of the Kibbutz. New Brunswick, N.J.: Transaction Books, 1986. Re-publication of the *Communal Future*. Hardcover and paperback. Earlier

edition also appeared as: The Communal Future: The Kibbutz and the Utopian Dilemma. Philadelphia: Norwood Editions, 1978. Reprinted in 1979 and 1980. Hardcover.

Reviewed in Contemporary Sociology

Sexual Equality: The Israeli Kibbutz Tests The Theories. With M. Palgi, M. Rosner, and M. Safir. Norwood, Pa.: Norwood Editions, 1983.

The Kibbutz: A Bibliography of Scientific and Professional Publications in English. Edited with S. Shur, B. Beit-hallahmi, and A. Rabin. Norwood, Pa.: Norwood Editions, 1983.

Book in Long-term Preparation

The Social and Economic History of Employee Ownership and Profit Sharing in the United States. I have been working on this book manuscript since 2005 and it will be one of my continuing projects with several volumes and a planned original document series.

Publications: Journal Articles, Chapters, and Published Working Papers

“Shared Capitalism in the U.S.: Evaluation and Future Policies,” With Douglas Kruse, in *The Oxford Handbook of Mutual, Co-operative and Employee-Owned Businesses*. Edited by Jonathan Michie, Joseph Blasi, and Carlo Borzaga. Oxford: Oxford University Press, 2017, pp. 361-372.

“An American Historical Perspective on Employee Ownership,” With Douglas Kruse, in *The Oxford Handbook of Mutual, Co-operative and Employee-Owned Businesses*. Edited by Jonathan Michie, Joseph Blasi, and Carlo Borzaga. Oxford: Oxford University Press, 2017, pp. 114-130.

“What does the U.S. Research Show about Worker Ownership?” With Douglas Kruse and Richard Freeman. In Jonathan Michie, Joseph Blasi, and Carlo Borzaga, eds., *Oxford Handbook of Mutual, Cooperative and Co-owned Businesses*. Oxford: Oxford University Press, 2017, pp. 211-226.

“Having a Stake: Evidence and Implications for Broad-based Employee Stock Ownership and Profit Sharing” Policy Brief, February 2017. With Douglas Kruse and Richard Freeman. Third Way, Washington, D.C. <http://www.thirdway.org/report/having-a-stake-evidence-and-implications-for-broad-based-employee-stock-ownership-and-profit-sharing>.

“Broad-based Employee Share Ownership, Profit Sharing and Stock Options Help the Best Firms Do Even Better,” With Douglas Kruse and Richard Freeman, *British Journal of Industrial Relations*, 2015, pp. 1-28.

Anti-shirking Effects of Group Incentives and Human-capital-enhancing HR Practices. With Kim, Andrea, Kyongji Han, and Douglas Kruse, *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, Volume 16, 2015, pp. 199-221.

“Does Employee Ownership Affect Attitudes and Behaviors? The Role of Selection, Status, and Size of Stake.” With Dan Weltmann and Douglas Kruse. *Advances in the Economic Analysis of Participatory and Labor-Managed Firms*, 16: 251-277, 2015.

“Employee Stock Ownership and Profit Sharing in the New Era of Financialization and Inequality in the Distribution of Capital Income,” With Richard Freeman and Douglas Kruse. In Christian Weller, ed., *Inequality, Uncertainty, and Opportunity: The Varied and Growing Role of Finance in Labor Relations*. Champaign, IL: Labor and Employment Relations Association, 2015, pp. 225-246.

“Firm Survival and Performance in Privately-held ESOP Companies,” With Douglas Kruse and Dan Weltmann, in *Advances in Industrial and Labor Relations*, Edited by Douglas Kruse, Greenwich, CN: JAI Press, 2014.

"Involvement Work systems and Operational Effectiveness: Exploring the Moderating Effect of National Power Distance." With Yuan Jiang, Saba Colakoglu, David P. Lepak, and Douglas L. Kruse. In *Journal of International Business Studies* Vol. 46, No. 3, 2014: 332-354. Awarded the 2016 International HRM Scholarly Research Award, Human Resources Division, Academy of Management.

“Employee Stock Ownership and Profit Sharing in the New Era of Financialization and Inequality in the Distribution of Capital Income.” With Richard Freeman and Douglas Kruse, in *Proceedings of the Labor and Employment Research Association*, January 2014.

“Firm Survival and Performance in Privately-held ESOP Companies,” With Douglas Kruse, and Dan Weltmann. In Douglas Kruse, ed., *Sharing Ownership, Profits, and Decision-making in the 21st Century*, Volume 14 in the series “Advances in the Economic Analysis of Participatory and Labor-managed Firms.” Bingley, UK: Emerald Publishing, 2013.

“Is Disability Disabling in All Workplaces? Workplace Disparities and Corporate Culture,” With Lisa Schur, Douglas Kruse, and Peter Blanck, in *People with Disabilities: Sidelined or Mainstreamed?*, edited by Lisa Schur, Douglas Kruse, and Peter Blanck. Cambridge: Cambridge University Press, 2013.

Does Linking Worker Pay to Firm Performance Help the Best Firms Do Even Better? With Douglas Kruse and Richard Freeman. National Bureau of Economic Research Working Paper Number 17745. January 2012.

“Employee Share Ownership and Profit Sharing in Different Institutional Contexts,” With Erik Poutsma and Douglas Kruse. *International Journal of Human Resource Management*, Vol. 23, No. 8, 2012, pp. 1513- 1518.

“Worker Attitudes Toward Employee Ownership, Profit Sharing, and Variable Pay,” With Fidan Ana Kurtulus and Douglas Kruse, in *Advances in the Economic Analysis of Participatory and Self-managed Firms*. Volume 12, Edited by Jed DeVaro. Bingley, UK: Emerald Publishing, 2011, pp. 143-168.

“An Empirical Analysis of Risk Preferences, Compensation Risk, and Employee Outcomes,” With Fidan Ana Kurtulus and Douglas L. Kruse, in Ed Carberry, Editor, *Employee Ownership and Shared Capitalism: New Directions in Research*. Ithaca, NY: Cornell University Press, 2011.

“Solidarity and Sharing: Unions and Shared Capitalism,” With John E. McCarthy, Paula Voos, Adrienne E. Eaton, and Douglas L. Kruse, in Ed Carberry, Editor, *Employee Ownership and Shared Capitalism: New Directions in Research*. Ithaca, NY: Cornell University Press, 2011.

Inclusive Capitalism for the American Workforce: Spreading the Rewards of Economic Growth through Broad-based Employee Ownership and Profit Sharing. With Richard Freeman and Douglas Kruse. The Center for American Progress, March, 2011.

“Employee Stock Ownership and Diversification,” With Harry Markowitz and Douglas Kruse, *Annals of Operations Research*, Volume 176, Number 1, 2010, pp. 95-107.

Work Segregation and Performance-Related Attitudes. With Niki Dickerson, Lisa Schur, and Douglas Kruse, *Work and Occupations*, Volume 37, Number 1, 2010, pp. 45-72.

An Empirical Analysis of Risk Preferences, Compensation Risk, and Employee Outcomes. With Fidan Kurtulus and Douglas Kruse, Working Paper 2011-10. University of Massachusetts- Amherst, Department of Economics, September 24, 2010.

“Shared Capitalism in the U.S. Economy: Prevalence, Characteristics, and Employee Views of Financial Participation in Enterprises,” With Douglas Kruse and Rhokeun Park, in Douglas Kruse, Richard Freeman, and Joseph Blasi, Editors, *Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options* (Chicago, IL: University of Chicago Press, 2010), pp. 41-76.

“Worker Responses to Shirking under Shared Capitalism,” With Richard Freeman and Douglas Kruse, in Douglas Kruse, Richard Freeman, and Joseph Blasi, Editors, *Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options* (Chicago, IL: University of Chicago Press, 2010), pp. 77-104.

“Risk and Lack of Diversification Under Employee Ownership and Shared Capitalism,” With Douglas Kruse and Harry Markowitz, in Douglas Kruse, Richard Freeman, and Joseph Blasi, Editors, *Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options* (Chicago, IL: University of Chicago Press, 2010), pp. 105-138.

“Creating a Bigger Pie? The Effects of Employee Ownership, Profit Sharing, and Stock Options on Workplace Performance,” With Richard Freeman, Chris Mackin, and Douglas Kruse, in Douglas Kruse, Richard Freeman, and Joseph Blasi, Editors, *Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options* (Chicago, IL: University of Chicago Press, 2010), pp. 139-166.

“Who Has a Better Idea? Innovation, Shared Capitalism, and HR Policies,” With Erika Harden and Douglas Kruse, in Douglas Kruse, Richard Freeman, and Joseph Blasi, Editors, *Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options* (Chicago, IL: University of Chicago Press, 2010), pp. 225-256.

“Do Workers Gain by Sharing? Employee Outcomes Under Employee Ownership, Profit Sharing, and Broad-based Stock Options,” With Douglas Kruse and Richard Freeman, in Douglas Kruse, Richard Freeman, and Joseph Blasi, Editors, *Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options* (Chicago, IL: University of Chicago Press, 2010), pp. 257-290.

“Corporate Culture and the Experience of Employees with Disabilities,” With Lisa Schur, Douglas Kruse, and Peter Blanck. *Industrial Relations: A Journal of Economy and Society*, Volume 48, Issue 3, July 2009, pp. 381-410.

“The Same Yet Different: Labor Practices in a Single Firm Across Countries,” in *International Differences in the Business Practices and Productivity of Firms*, Edited by Kathryn Shaw and Richard B. Freeman. Chicago: University of Chicago Press. With Richard Freeman and Douglas Kruse, 2009.

“The Same Yet Different: Worker Reports on Labor Practices in a Single Firm Across Countries,” With Richard B. Freeman and Douglas Kruse. *Labor Economics*. Special Issue on the International Differences in Business Practices and Productivity of Multinational Firms in Advanced Capitalist Countries Project of the Alfred P. Sloan Foundation. Volume 15, Issue 4, August 2008, pp. 749-770.

Risk and Lack of Diversification under Shared Capitalism. With Douglas Kruse and Harry Markowitz. National Bureau of Economic Research Working Paper Number 14229. August 2008.

Shared Capitalism in the U.S. Economy: Prevalence, Characteristics, and Employee Views of Financial Participation in Enterprises. With Douglas Kruse and Rhokeun Park. National Bureau of Economic Research Working Paper Number 14225. August 2008.

Creating a Bigger Pie? The Effects of Employee Ownership, Profit Sharing, and Stock Options on Workplace Performance. With Richard Freeman, Chris Mackin, and Douglas Kruse. National Bureau of Economic Research Working Paper Number 14230. August 2008.

Who Has a Better Idea? Innovation, Shared Capitalism, and HR Policies. With Erika Harden and Douglas Kruse. With Richard Freeman, Chris Mackin, and Douglas Kruse. National Bureau of Economic Research Working Paper Number 14234. August 2008.

Workers' Response to Shirking Under Shared Capitalism. With Richard Freeman and Douglas Kruse. National Bureau of Economic Research Working Paper Number 14227. August 2008.

Do Workers Gain by Sharing? Employee Outcomes Under Employee Ownership, Profit Sharing, and Broad-based Stock Options. With Douglas Kruse and Richard Freeman. National Bureau of Economic Research Working Paper Number 14233. August 2008.

"An Early Case Study in Shared Capitalism: The Pillsbury Story," With Douglas Kruse. *Journal of Employee Ownership Law and Finance*, Volume 20, Number 2, Spring 2008.

"Case Studies in Employee Ownership: A Review," With Douglas Kruse. *Journal of Employee Ownership Law and Finance*, Volume 20, Number 1, Winter 2008.

"Broad-based Employee Stock Options in the United States: Company Performance and Characteristics," *Management Revue*. With James Sesil, Maya Kroumova, and Douglas Kruse. Vol. 18, No. 2, 2007, pp. 5-22.

The Same Yet Different: Labor Practices in a Single Firm Across Countries. With Richard B. Freeman and Douglas Kruse. National Bureau of Economic Research Working Paper Series Number 13233, July 2007.

"Barriers to the Institutionalization of Employee Ownership," With Douglas Kruse. *Journal of Employee Ownership Law and Finance*, Volume 19, Number 1, 2007, pp. 27-44.

"Shared Capitalism: Impacts and Policy Options," With Douglas Kruse and Richard Freeman, in *America at Work*, Edited by Edward Lawler and James O'Toole. New York: Palgrave/Macmillan, 2006.

"The Political Economy of Employee Ownership in the U.S." With Douglas Kruse. *International Review of Sociology*, Volume 16, Issue 1, March 2006, pp. 127-147.

"U.S. High Performance Work Practices at Century's End," With Douglas Kruse. *Industrial Relations: A Journal of Economy and Society*, Volume 45, Number 4 (October 2006), pp. 547-578.

"Research Note: Employee Ownership in the 2002 General Social Survey," With Douglas Kruse. *Journal of Employee Ownership Law and Finance*, Volume 18, Number 3, Summer 2006, pp. 25-40.

"Policy Note: Are Diversification and Employee Ownership Incompatible?" With Douglas Kruse. *Journal of Employee Ownership Law and Finance*, Volume 18, Number 4, Fall 2006, pps. 19-38.

"Motivating Employee-Owners in ESOP Firms: Human Resource Policies and Company Performance," With Douglas Kruse, Richard Freeman, Robert Buchele, Adria Scharf, Loren Rodgers, and Chris Mackin. In Virginie Perotin, Editor, *Advances in the Economic Analysis of Participatory and Self-managed Firms*. New York: Elsevier Science Ltd, 2004.

"Employee Stock Ownership," With Douglas Kruse in Carl E. Van Horn and Herbert A. Schaffner, Editors, *Work in America: An Encyclopedia of History, Policy, and Society*. Santa Barbara, CA: ABC Clio, 2004, pp. 178-181.

"Sharing Ownership via Employee Stock Ownership," With James Sesil and Douglas L. Kruse. In *Ownership and Governance of Enterprises: Recent Innovative Developments* by Laixiang Sun. New York: Palgrave/Macmillan, 2003.

"An Assessment of Employee Ownership in the United States With Implications for the EU," With Douglas Kruse, James Sesil, Maya Kroumova. *International Journal of Human Resource Management*, Volume 14, Number 6 / August 2003, pp. 893 - 919.

"Worker Ownership Participation and Control: Toward a Theoretical Model," With William Foote Whyte and Douglas Kruse in *The Sociology of Organizations*, Edited by Michael Handel, Thousand Oaks, CA: Sage, 2003 pp. 475-496.

Motivating Employee-Owners in ESOP Firms: Human Resource Policies and Company Performance. With Douglas Kruse, Richard Freeman, Robert Buchele, Adria Scharf, Loren Rodgers, and Chris Mackin. National Bureau for Economic Research Working Paper Number 10177. December 2003.

"Motivating Employee Owners in ESOP Firms: Human Resource Policies and Company Performance," With Douglas Kruse, Richard Freeman, Robert Buchele, Adria Scharf, Loren Rodgers, and Christopher Mackin. *Proceedings of the 55th Annual Meeting, Industrial Relations Research Association*, January 2003, pp. 307-317.

"Broad-based Employee Stock Options in High-Technology Firms: Company Performance Effects," With James Sesil, Maya Kroumova, and Douglas Kruse. *British Journal of Industrial Relations*, Vol. 40, No. 2, June 2002, pp. 273-294.

"Broad-based Stock Option Programs: A Union-Nonunion Comparison," With Maya Kroumova, James Sesil, and Douglas Kruse in David Lewin, Editor, *Advances in Industrial and Labor Relations*. Greenwich, CN: JAI Press, 2002.

"Broad-based Employee Stock Options in High-Technology Firms: Company Performance Effects," With James Sesil, Maya Kroumova, and Douglas Kruse. *Proceedings of the Global Human Resource Management Conference*, June 2001.

"Employee Equity: Employee versus Owner Issues in Organizational Behavior," With Douglas Kruse, in Cary L. Cooper and Denise M. Rousseau, Editors, *Trends in Organizational Behavior, Employee Versus Owner Issues in Organizations*, Volume 8. New York and London: John Wiley & Sons, April 2001.

"Sharing Ownership via Employee Stock Ownership," With James Sesil and Douglas Kruse. *World Institute for Development Economics Research Working Paper*, Helsinki, Finland, June 2001.

"The New Employee/Employer Relationship," With Douglas Kruse, in Samuel Estreicher, Editor., *Global Competition and the American Employment Landscape: As We Enter the 21st Century* (Boston: Kluwer Law International, 2001).

"The New Employee/Employer Relationship," With Douglas Kruse, in David Ellwood et al., *A Working Nation: Workers, Work, and Government in the New Economy*. New York: Russell Sage Foundation, 2000.

"Is Employee Ownership an Unstable Form or a Stabilizing Force?" With Margaret Blair and Douglas Kruse, in Margaret Blair and Thomas Kochan, Editors, *The New Relationship: Human Capital in the American Corporation*. Washington, D.C.: Brookings Institution, 2000.

"Employee Ownership: An Unstable Form or a Stabilizing Force", With Margaret Blair and Douglas Kruse. *Business, Economics and Regulatory Policy Working Paper*, Number 142146, Washington D.C., Georgetown University Law Center, 2000.

"Broad-Based Stock Options and Company Performance: What the Research Tells Us," With Douglas Kruse, James Sesil, and Maya Kroumova. *Journal of Employee Ownership Law and Finance*, Volume 12, No. 3, Summer 2000.

"Public Opinion Polls on Employee Ownership and Profit Sharing," With Douglas Kruse. *Journal of Employee Ownership Law and Finance*, Vol. 11, No.3, Summer 1999.

"Employee Ownership, Employee Attitudes, and Firm Performance: A Review of the Evidence," With Douglas Kruse, in Daniel J.B. Mitchell, David Lewin, and Mahmood Zaidi, Editors, *Handbook of Human Resource Management*. Greenwich, CN: JAI Press, 1997, pp. 113-151. Reprinted in Samuel Estreicher, Editor, *Employee Representation*

in the Emerging Workplace: Alternatives/Supplements to Collective Bargaining (Boston: Kluwer Law International, 1998), pp. 581-626.

"Corporate Ownership and Corporate Governance in the Russian Federation," in *Between State and Market: Mass Privatization in Transition Economies*, edited by Ira W. Lieberman, Stilpon S. Nestor, and Raj M. Desai. Washington: World Bank Publications, 1997.

"Employee Stock Ownership and Corporate Performance among Public Companies," With Michael Conte and Douglas Kruse, *Industrial and Labor Relations Review*, Volume 50, No. 1, October 1996.

"Financial Returns of Public ESOP Companies: Investor Effects vs. Manager Effects," With Michael Conte, Douglas Kruse, and Rama Jampani. *Financial Analysts Journal*, Vol. 52, No. 4, Summer, 1996.

"The Impact of Financial Participation on Employee and Firm Performance," With By Douglas Kruse. *Corporate Effectiveness and Human Resource Practices, Conference Proceedings*, Institute of Labor and Industrial Relations, University of Illinois, October 1996, pp. 423-463.

"Russian Privatization: Ownership, Governance and Restructuring," in *Russia: Creating Private Enterprises and Efficient Markets*, Edited by Ira W. Lieberman. Washington: World Bank Publications, 1995.

"The Great Experiment: Labor-management Cooperation at Eastern Airlines," With J. Gasaway, in *Airline Labor Relations in the Global Era*, Peter Cappelli, editor. Ithaca, NY, ILR Press, 1995.

"Employees and Managers as Shareholders," With Douglas Kruse and James Gasaway. *Human Resource Planning*, Vol. 17, No. 4, 1994.

"Employee Ownership and Participation: Trends, Problems, and Policy Options," With Douglas Kruse. *Journal of Employee Ownership Law and Finance*, Volume 5, No. 2, Spring 1993.

"The New Owners: Stock Price Performance for Public Companies with Significant Employee Ownership," With Michael Conte and Douglas Kruse. *Journal of Employee Ownership Law and Finance*, Vol. 4, No. 3, summer 1992, pp. 95-130.

"What Role Should Employee Ownership Play in Russian East European Privatization: Some Lessons from the US Experience", *Journal of Employee Ownership Law and Finance*, Volume 4 No. 4, 1992.

"Employee Ownership," With Douglas Kruse, in Peter Newman, Murray Milgate, and John Eatwell, eds., *The New Palgrave Dictionary of Money and Finance*. London: MacMillan Press Ltd., 1992.

"Employee Ownership: Opportunities for Unions," With Douglas Kruse. *Workplace Topics*, Vol. 2, No. 1, July 1991, pp. 1-22.

"The New Owners: Employee Ownership in Public Companies," With Douglas Kruse. *Journal of Employee Ownership Law and Finance*, Volume III, No. 3, summer 1991, pp. 129-152.

"Strategic Problems and Tactical Promise: Unions and Employee Ownership." With Douglas Kruse. *Labor Law Journal*, 1991, pp. 498-507.

"Employee Ownership: Opportunities for Unions," With Douglas Kruse. *Work Place Topics*, Vol. 2, No. 1, July 1991, pp. 1-22.

"The Productivity Ramifications of Union Buyouts", *National Productivity Review*, Volume 9, No. 1, 1990

"The Performance Effects of Employee Ownership Plans: Comment, " in *Paying for Productivity*, Alan Blinder, Editor. Washington D.C., Brookings Institution, 1990.

"The Development and Future of Employee Ownership in the Publicly Traded Corporation," in *The Expanding Role of ESOP's in Public Companies*, Karen Young, Editor. Westport, CT: Quorum Books, 1990.

"Worker Ownership, Participation, and Control: Towards a Theoretical Model," With William Foote Whyte, in *Social Problems: A Case Book*. Paul Baker, Editor. New York: Elsevier Scientific Publishing Company, 1987.

"Sex Role Strain Among Kibbutz Adolescents: A Developmental Perspective," With John Snarey and Karen Friedman. *Journal of Youth and Adolescence*, Volume 15, Number 3, 1986, pp. 223- 242.

"Theories of Participatory Democracy and the Kibbutz", with M. Rosner, in *Comparative Social Dynamics: Essays in Honor of S.N. Eisenstadt*. Boulder, Co.: Westview Press, 1985, pp. 295-314.

"Participatory Democratic Theory and the Kibbutz," With M. Rosner. *The Kibbutz: Interdisciplinary Research Review*, 1985, pp. 11-28. (Hebrew)

"The Potential for Employee Ownership", with William Foote Whyte, in *Industrial Democracy: Strategies for Community Revitalization*, W. Woodworth, C. Meek and William Foote Whyte. Los Angeles: Sage Publications, 1985

"Introduction to the History of the Kibbutz," in *The History of the Kibbutz: Communal Education, 1904-1929*. Reuven Porat with Joseph Blasi, English editor. Philadelphia: Norwood Editions, 1985.

"Labor Policy and the Changing Role of Government," in *Industrial Democracy: Strategies for Community Revitalization* by W. Woodworth and C. Meek. Los Angeles: Sage Publications, 1985, pp. 277-296.

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