

**Derek C. Jones: CURRICULUM VITA July 2006**

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**Education:** 1974 Ph.D. Cornell: Labor; Comparative Economic Systems; Macro; Development  
1969 M.Sc. London School of Economics; Economics & Industrial Relations;  
Graduated with Distinction  
1968 B.A. Newcastle Upon Tyne, England; Economics, First Class Honors

**Employment and Institutional Affiliation:**

Hamilton College: Professor, 1984- ; Associate Professor, 1978; Assistant Professor, 1973; Instructor, 1972.  
Chair, Economics Department: 2003-; 1978-1983; 1987-1992; Acting Chair, 1975-76

Research Fellow: Davidson Institute (University of Michigan) 2001-  
SKOPE, University of Oxford and Warwick, 2003-  
Program on Participation and Labor Management (Cornell) 1974-1995

Visiting Positions  
(Usually one Year) 2006 (Jan-May), Visiting Professor, University Helsinki, Finland  
2002-2003 Visiting Professor, Pembroke College, Oxford.  
1996-1997 Visiting Professor, London Business School and Visiting Scholar, Cambridge University  
1984-1985, Hallsworth Fellow, Manchester University,  
1976-1977, S.S.R.C. Fellow, Warwick University,

Visiting Fellow: Institute of Innovation Research, Hitotsubashi University, July-September 2002  
(1-3 months) Center for East European Studies, Copenhagen Business School, 1997-2000  
Arbetslivcentrum, Stockholm, 1988, 1990  
European University Institute, Florence, 1984  
Warwick, 1983

Internship: General Foods Corporation, May 1988

Cornell: Instructor, 1971

**Fellowships, Prizes and Honors (Excluding grants):**

- 2006 Fellowship from Finnish Foundation for Education; tenable at Helsinki University
- 2003-2004 President, Association Comparative Economic Studies
- 1996-1998 President, Economics of Participation
- Who's Who in Economics (Elgar, 2003) (citation based)
- First incumbent of the Irma M. and Robert D. Morris Professorship in Economics 1999-2002; renewed 2002-2005; 2005-2008.
- Fulbright (Research) to Bulgaria. (Declined). 1990.
- First incumbent of the James L. Ferguson Professorship, Hamilton, 1987-1991; renewed 1996-1999
- Hallsworth Fellowship, Manchester, 1984-85
- Several Faculty Fellowships at Hamilton College, when awards were based on College wide competition
- German Marshall Fund Research Fellow, 1983
- S.S.R.C., Fellowship, University of Warwick, U.K., 1976-77

- Humanities and Social Sciences Fellow, Cornell, 1969-72

### Books:

1. **Participatory and Self-Managed Firms: Evaluating Economic Performance** (with Jan Svejnar, ed., Lexington, Massachusetts, 1982. Reprinted, 1983.
2. **The Bulgarian Economy: Lessons from Reform During Early Transition** (with Jeffrey Miller, ed.) Brookfield, Vermont: Ashgate. 1997.
3. **New Economy Handbook** (Senior Editor), Academic Press, 2003.

### Editorial Work:

1. **Series editor, Advances in the Economic Analysis of Participatory and Labor Managed Firms, Elsevier.** (The first six volumes in the series were published by JAI and Jan Svejnar was series co-editor; the inaugural volume was published in 1985). Vol. 7 (guest edited by T. Kato and J. Pliskin) was published in 2003, Vol 8 (Guest edited by V. Perotin and A. Robinson) in 2004, Vol 9 (Guest edited by Mark Klinedinst and Panu Kalmi) in 2006 and volume 10 (guest edited by Sonja Novkovic and Vania Sena) is forthcoming in 2007.
2. Guest edited a Special Issue of **Economic and Industrial Democracy** on "Developments in Workplace Participation in Eastern Europe," Vol. 10, August 1989.

### Selected Articles:

1. "British Producer Cooperatives and the Views of the Webbs on Participation and Ability to Survive," **Annals of Public and Cooperative Economy\***, Vol. 46, Jan./March, 1975, pp. 23-44.
2. "Workers' Management in Britain," **Economic Analysis and Workers' Management**, Vol. IX, No. 3-4, 1975, pp. 331-38.
3. "British Economic Thought on Associations of Labourers, 1848-1974," **Annals of Public and Cooperative Economy\***, Vol. 47, Jan./March, 1976, pp. 5-36. Reprinted in **Revista della Cooperazione**, 2 Nuova Series, March, 1980, pp. 39-68.
4. "The Bullock Report," **Economic Analysis and Workers' Management**, V. XI, No. 3-4, 1977, pp. 245-280.
5. "British Producer Cooperatives in the Footwear Industry: An Empirical Evaluation of the Theory of Financing," (with David K. Backus), **Economic Journal**, Vol. 87, 1977, pp. 488-510.
6. "The Economics and Industrial Relations of American Producer Cooperatives, 1791-1939," Vol. XI, **Economic Analysis and Workers' Management**, 1977, pp. 295-317.
7. "Producer Cooperatives in Industrialized Western Economies: An Overview," **Annals of Public and Cooperative Economy\***, No. 2, 1978, pp. 149-161. Reprinted **The Economic Record**, Vol. 26, 1979.
8. "Les Cooperatives de Production dans les economies industrialises," **Communautes Archives de Science Sociales de la Cooperation et des Developpement**, No. 47, Janvier-Mars, 1979, pp. 80-96.
9. "U.S. Producer Cooperatives: The Record To Date," **Industrial Relations**, Vol. 18, Fall, 1979, pp. 342-357. Reprinted in **Producer Cooperatives and Labor Managed Systems**, edited by D.L. Prychitko and Jaroslav Vanek., Elgar, 1996.
10. "Producer Cooperatives in Industrialized Western Economies," **British Journal of Industrial Relations**, Vol. 18, July, 1980, pp. 141-154. Reprinted in **Cooperative Scientific Quarterly**, #4, 1981 and **Revue Francais des Affaires Sociales**, 1981.
11. "Price Expectations and Union Growth: Some Efficient Results for the USA: 1953-1970," (with Subrahmanyam Ganti). **Indian Journal of Economics**, Vol. LXV, Part 1, July 1984, pp. 75-82.
12. "The Economic Performance of Producer Cooperatives in Command Economies: Evidence for the Case of Poland." **Cambridge Journal of Economics**, 1985, Vol. 9, No. 2, pp. 111-126. Reprinted in **Producer Cooperatives and Labor Managed Systems**, edited by D.L. Prychitko and Jaroslav Vanek., Elgar, 1996.
13. "The Effects of Worker Participation in Management on Enterprise Performance: Some Empirical Evidence," (with Saul Estrin and J. Defourney), **International Journal of Industrial Organization**, Vol. 3, 1985, pp. 197-217.
14. "In Search of a Theory of Formation for U.S. Producer Cooperatives: Tests of Alternative Hypotheses" (with Michael Conte), **Proceedings of the Thirty Seventh Annual Meeting of IRR**, 1985, pp. 377-384.
15. "The Cooperative Sector and Dualism in Command Economies: Theory and Evidence for the Case of

- Poland," **Advances in the Economic Analysis of Participatory and Labor Managed Firms**, Vol. 1, 1985, pp. 195-218.
16. "The Potential Role of Workers' Cooperatives in Poland," **Science and Public Policy**, Vol. 12, No. 2, April, 1985, pp 61-66.
  17. "Participation, Profit Sharing, Worker Ownership and Efficiency in Italian Producer Cooperatives", (with Jan Svejnar), **Economica**, Vol. 52, No. 208, November, 1985, pp. 449-465.
  18. "Ambiguous Legacies," **Society**, Vol. 23, No. 3, 1986, pp. 55-58.
  19. "Productivity Effects of Worker Participation: Producer Cooperatives in Western Economies," (with Saul Estrin and Jan Svejnar). **Journal of Comparative Economics**, Vol. 11, 1987, pp. 40-61. Reprinted in **Producer Cooperatives and Labor Managed Systems**, ed. by D.L. Prychitko and Jaroslav Vanek., Elgar, 1996.
  20. "The Productivity Effect of Worker Directors and Worker Financial Participation in the Firm: The Case of British Retail Cooperatives," **Industrial and Labor Relations Review**, Vol. 41, No. 1, October 1987, pp. 79-92.
  21. "Alternative Sharing Arrangements: A Partial Review of the Evidence and Some Policy Implications for the U.S.," **Economic and Industrial Democracy**, Vol. 8, No. 4, 1987, pp. 489-516.
  22. "La partecipazione al capitale negli Stati Uniti: stime e valutazioni," **Politiche Del Lavoro**, Vol. 6, 1987, pp. 15-29.
  23. "British Evidence on the Employment Effects of Profit Sharing" (with Jeff Pliskin), **Industrial Relations**, Vol. 28, No. 2, Spring 1989, pp. 276-298.
  24. "Editorial Introduction." Guest editor for Special Issue on Economic and Industrial Democracy in Eastern Europe," **Economic and Industrial Democracy**, Vol. 10, 1989, pp. 275-282.
  25. "Framleioslusamvinnufelag: Kenningar og reynsla" ("Alternative Sharing Arrangements: A Partial Review of the Evidence and Some Policy Implications for Iceland)," **Fjarmalatidindi**, Vol. XXXVI, No. 1, January-April 1989, pp. 53-65. (**Journal of Central Bank of Iceland**).
  26. "Evidence on Attitudes Towards Alternative Sharing Arrangements," (with Daniel Egan and Douglas J. Herrmann), **Industrial Relations**, Vol. 28, No. 3, Fall, 1989, pp. 411-418.
  27. "Co-determination. A Partial Review of Theory and Evidence," (with G. Hodgson), **Annals of Public and Co-operative Economy**,\* Vol. 60, No. 3, July-Sept., 1989, pp. 329-40.
  28. "On Entry in Socialist Economies: Evidence from Bulgaria" (with M. Meurs), **Soviet Studies**, Vol. 43, No. 2, 1991, pp. 311-327.
  29. "Employee Ownership: An Overview of its Growing Incidence Around the World" (with Avner Ben-Ner). **Proceedings of the Forty-Third Annual Meeting of the IRRA**, 1991, pp. 374-384.
  30. "The Bulgarian Labor Market in Transition." **International Labor Review**, Vol. 130, No. 2, July 1991, pp. 231-248.
  31. "Employee Stock Ownership Plans in Japan" (with T. Kato). **Journal of Employee Ownership, Law and Finance**, Vol. III, No. 4, 1991, pp. 125-130.
  32. "Worker Participation and Worker Self Management in Bulgaria" (with Mieke Meurs). **Comparative Economic Studies**, Vol. 44, December 1991.
  33. "The Viability of Employee-Owned Firms: Evidence from France (with Saul Estrin). **Industrial and Labor Relations Review**, Vol. 45, No. 2, January 1992, pp. 323-338.
  34. "The Transformation of Labor Relations in Eastern Europe: The Case of Bulgaria." **Industrial and Labor Relations Review**, Vol. 45, No. 3, April 1992, pp. 452-470.
  35. "Labor Managed vs. Private Firms: An Empirical Comparison of Cooperatives and Private Firms in Central Italy" (with Bartlett, Cable, Estrin, and Smith). **Industrial and Labor Relations Review**, October, 1992, pp. 103-118. Summary in **The Changing Nature of Work**.
  36. "On the Scope, Nature and Effects of Employee Ownership in Japan" (with Takao Kato). **Industrial and Labor Relations Review**, January, 1993, pp. 352-367.
  37. "The Changing Face of Labor Relations and Industrial Relations in Bulgaria," **Forty-Fourth Annual Proceedings, IRRA**, 1993, pp. 578-585.
  38. "Hybrid Forms of Enterprise Organization in the Former USSR and the Russian Federation," (with Tom Weisskopf and Alexander Bim). **Comparative Economic Studies**, 1993. Vol. 35, # 1, pp. 1-37.
  39. "Theoretical and Empirical Studies of Producer Cooperatives: Will the Twain Ever Meet?" (with John

Bonin and Louis Putterman). **Journal of Economic Literature**, Vol. 31, September, 1993, pp. 1290-1320. Reprinted in Producer Cooperatives and Labor Managed Systems, ed. D.L. Prychitko and Jaroslav Vanek., Elgar, 1996. Summary in The Changing Nature of Work, Global and Development Institute.

40. "Productivity Effects of Japanese Employee Stock Ownership Plans (with Takao Kato). **British Journal of Industrial Relations**, Vol. 31, No. 3, 1993, pp. 331-346.
41. "The Effects of Worker Participation on Productivity in Command Economies: Evidence for the Case of Polish Producer Cooperatives." **Managerial and Decision Economics**, Vol. 14, # 5, September-October 1993, pp. 475-485.
42. "Participation des salaires aux benefices et au controle de l'entreprise: un cadre conceptuel," **Revue Etudes Cooperatives Mutualistes et Associatives**, # 253-254, 3-4, 1994, 91-99.
43. "Why Workers Want Participation and Ownership and Their Effects Upon Productivity" (with Saul Estrin). **Advances in the Economic Analysis of Participatory and Labor Managed Firms**, Vol. 5, 1995, pp.3-24.
44. "Employee Participation in Transitional Economies: Evidence from Bulgaria: 1989-1992." **Economic and Industrial Democracy**, v.16, #1, February 1995, pp.111-135.
45. "Industrial Organization in a Restructuring Socialist Economy: Evidence from Bulgaria" (with Svilen Parvulov **Empirica**, 1995, v. 2, pp. 23-46.
46. "The Productivity Effects of Bonuses and Employee Ownership: Evidence Using Japanese Panel Data" (with Takao Kato). **American Economic Review**, June 1995, v.85, # 3, pp.391-414. Reprinted in Corporate Governance: Responses to Governance issues, (1999) edited by K. Keasey, S. Thompson and M. Wright, Elgar Reference Collection, International Library of Critical Writings in Economics, vol. 106, Cheltenham, U.K., pp.536-559 and in Japanese Business Management, edited S. Beechler and K. Stucker, Routledge, (forthcoming).
47. "Productivity Effects of Employee Ownership: A Theoretical Framework," (with Avner Ben-Ner). **Industrial Relations**, v. 34, # 4, October 1995, pp. 532-554.
48. "Employee Participation in Transitional Economies: Evidence from Bulgarian Managers,"1995 **Proceedings of 1995 IRRA Meetings**, pp 235-245.
49. "Successor Unions in Transitional Economies: Evidence from St. Petersburg," **Industrial and Labor Relations Review** v.49, #1, October 1995, pp.39-57.
50. "Managerial Labor Markets in Transitional Economies (with Takao Kato and Svetlana Avramov). **International Journal of Manpower**, 1995, v.16, # 10, pp. 14-24.
51. "On Successor Unions in Former Communist Countries: Evidence From Bulgaria, the Czech Republic, Estonia and Russia" 1996, **Advances in Industrial and Labor Relations**, v7, 123-143.
52. "The Determinants of Executive Compensation in Economies in Transitional Economies: Evidence from Bulgaria (with Takao Kato.) 1996 **Labour Economics** v.3, #3, pp. 319-336.
53. "Employee Ownership and Control: Evidence from Russia" (with Tom Weisskopf) 1996, **Proceedings of 1996 IRRA Meetings**, pp. 64-76.
54. "The Nature and the Determinants of Labor Market Transitions in Emerging Market Economies: Evidence from Bulgaria" (with Takao Kato). 1997, **Industrial Relations**, v.36, #2, pp.229-254.
55. "Employees as Stakeholders," **Business Strategy Review** 1997 Vol 8. #2, pp. 21-24.
56. "The Determinants of the Incidence of Group Incentives: Evidence from Canada" (with Jeff Pliskin). 1997, **Canadian J. of Economics**, v. 30, November pp. 1027-1045
57. "The Merchant Capitalist Theory and Eastern Europe: Evidence for Bulgaria" (with Ken Spenner) 1998. **Social Forces**, March, 76 (3):937-65.
58. "The Determinants of Investment in Employee-owned Firms: Evidence from France" (with Saul Estrin)1998. **Economic Analysis**, vol. 1, # 1, pp. 17-28.
59. "Work Incentives and other effects of the transition to Social Assistance: Evidence from Bulgaria" (with Mariana Kotzeva). 1998 **Empirical Economics**, 23, 237-261.
60. "The Determinants of Employee Participation During fading Communism and early Transition" (with Kosali Ilayperuma). 1998 **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, vol 6., pp.29-55.
61. "The Economic Effects of Privatization: Evidence from a Russian Panel," 1998 **Comparative Economic**

**Studies**, vol. XXXX, #2, summer, pp.75-102.

62. "Productive Efficiency During Transition: Evidence from Bulgarian Panel Data" (with Mark Klinedinst and Charlie Rock) 1998 **Journal of Comparative Economics** 26, 446-64.
63. "Strong Legacies and Weak Markets: A Panel Study of Bulgarian State owned Enterprises During Early Transition" (with Kenneth Spenner, Olga Suhomlinova, Sten Thore and Kenneth Land) 1998 **American Sociological Review**, August, vol. 63, #4, 599-617.
64. "The Nature and Determinants of Ownership Changes after Privatization: Evidence from Estonia" (with Niels Mygind) 1999 **Journal of Comparative Economics**, 27, 422-441.
65. "Ownership Patterns and Dynamics after Privatization in Transition Economies: Evidence from the Baltics" (with Niels Mygind) 1999 **Baltic Journal of Economics**, v.2, #2, Winter, 99-140.
66. "The Effects of Privatization upon Productive efficiency: Evidence from the Baltic Republics" (with Niels Mygind) 2000, **Annals of Public and Cooperative Economics**, v.71, #3, September 415-40.
67. "Preliminary Evidence on Changing Employment Practices in Central New York" (with Takao Kato and Adam Weinberg), **Proceedings of Industrial Relations Research Association**, 2001, 173-182.
68. "Ownership and Productive Efficiency: Evidence from Estonian panel data" (with Niels Mygind), 2002, **Review of Development Economics**, 6 (2), 284-301.
69. "Growth and Regional Inequality in China During the Reform Era" (with Cheng Li and Ann Owen), **China Economic Review**, 2003, vol 14, Issue 2, pp.186-200.
70. "Ownership and Participation: A Review of Empirical evidence for transition Economies" **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, vol 8, 2004, pp. 171-209.
71. "Choice of Ownership Structure and Firm Performance: Evidence from Estonia" (with Panu Kalmi and Niels Mygind), **Post Communist Economics**, Volume 17, Number 1, March, 2005 , Pages: 83 - 107
72. Wage Determination under Plan and Early Transition: Bulgarian Evidence using Matched Employer-Employee Data (with Kosali Ilayperuma Simon) **J. Comparative Economics**, June 2005,.
73. "Corporate Governance and executive compensation in Bulgaria after Mass Privatization: Evidence from new panel data" (with Mark Klinedinst) **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, vol 9 , 2006, pp 177-209
74. "The Determinants of Stock Option Compensation: Evidence for Finland" (with Panu Kalmi and Mikko Makinen) **Industrial Relations**, vol 45, No. 3 (July 2006) pp. 437-468
75. "Human resource management Policies and Productivity: The Econometric Case Study method and some new evidence on Replication" (provisional title) forthcoming **Oxford Review of Economic Policy**, vol 22, # 4, Special issue on "Productivity", Winter 2006.
76. "The Productive Efficiency of Italian Producer Cooperatives: Evidence from Conventional and Cooperative Firms" forthcoming **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, vol 10 , 2007.

#### **Selected Chapters and Reports:**

1. "British Producer Cooperatives," in K. Coates (ed.), **The New Worker Cooperatives**, Spokesman, Nottingham, 1976. (Reprint of 1975 paper in **Annals of Public and Cooperative Economy**).
2. "Worker Participation in Management in Britain: Evaluation, Current Developments and Prospects," in Garson, G. E. (ed.), **Worker Self-Management in Industry: The West European Experience**, Praeger, N.Y., 1977, pp. 97-151.
3. "L'Experience Occidentale de L'Autogestion," in **L'autogestion, un systeme economique?**, ed. A. Dumas, Editions Dunod, 1980, pp. 155-173. (Reprint of 1980 paper in **British Journal of Industrial Relations**).
4. "British Producer Cooperatives, 1948-68: Productivity and Organizational Structure." Chapter 9 in Jones and Svejnar, eds., 1982.
5. "The Economic Performance of Participatory and Self-Managed Firms: An Historical Perspective and a Review," (with Jan Svejnar). Chapter 1 in Jones and Svejnar, eds., 1982.
6. "American Producer Cooperatives," Chapter 3 in **The Performance of Labour Managed Firms**, by F. Stephen, ed., Macmillan, 1982.
7. "Producer Cooperatives in Industrialized Western Economies," in **Economic Theory of Co-operative Enterprises**, L. Kennedy, ed., Oxford, 1983. (Reprint of 1980 paper in **British Journal of Industrial**

Relations).

8. "Self Help Production Cooperatives: Government Administered Cooperatives During the Depression," (with Donald J. Schneider), Chapter 4 in Worker Cooperatives in America, R. Jackall and J. Levin, eds., U. California Press, 1984, pp. 57-84.
9. "American Producer Cooperatives and Employee Owned Firms: A Historical Perspective," Chapter 3 in Worker Cooperatives in America, R. Jackall and H. Levin, eds., U. California Press, 1984, pp. 37-56.
10. "Participation in Worker Cooperatives in Poland" in The Organizational Practice of Democracy, R. N. Stern and S. McCarthy (eds.), Wiley, 1986, pp. 431-451.
11. "The Scope and Nature of Feasible Initiatives in Workplace Democratization and Participation" in Rethinking Economic Strategies, Polity Press, Cambridge. Peter Nolan and Suzanne Paine (eds.), 1986, pp. 270-283.
12. "Empirical Research Into Codetermination: A Comment," in Codetermination: A Discussion of Different Approaches, Jurgen Backhaus and Hans Nutzinger, eds., Springer Verlag. Heidelberg/New York, 1989, pp. 191-197.
13. "Government - Worker Cooperative Relations in Western Industrialized Economies," in Volume II, Les Relations Etat-Cooperatives, I.R.E.C.U.S., Sherbrooke, 1989, pp. 453-466.
14. "Participation, Productivity and the Firm's Environment: A Comment," in Paying for Productivity, Alan Blinder, ed., Brookings, Washington, D.C., 1990, pp. 237-243.
15. "The Effects of Worker Participation, Employee Ownership and Profit Sharing on Economic Performance" (with Jeffrey Pliskin), International Handbook of Participation in Organization, eds. V. Rus and R. Russell, Vol. 2, Oxford U.P., 1991.
16. "Democracy at the Workplace (with Charles Rock), in Concise Employment of Participation and Co-Management, de Gruyter Studies in Organization, 1992, pp. 967-973.
17. "Privatization in Bulgaria" (with Charles Rock). In Privatization in Central and Eastern Europe, edited by S. Estrin, Longmans, 1994, pp.307-20.
18. "Privatization in the Former Soviet Union and the New Russia," (with Alexander Bim and Thomas Weisskopf). In Privatization in Central and Eastern Europe edited by S. Estrin, Longmans, 1994, pp.252-278.
19. "Japan: Financial Participation in the Context of Human Resources and Heightened Competitiveness" in Workers' Financial Participation: East-West Experiences, D. Vaughan-Whitehead, ed., ILO, Geneva, 1995.
20. "The Italian System of Producer Cooperatives," (with Alberto Zevi). in Labor Managed Market Economies edited by S. Mahalingam, S. Smith, J.E. Askildsen and D. Vaughan- Whitehead). Mittal Publications, New Delhi, 1995, pp. 301-330.
21. "On the Nature and Performance of Small Firms in Former Socialist Economies: Evidence from Bulgaria" The Economic Impact of New Firms in Post Socialist Countries: Bottom-Up Transformation in Eastern Europe, eds., M.Fritsch and H. Brezinski, Elgar, 1996, pp. 131-150.
22. "The Productivity Effects of Participation in Control and in Economic Returns: A Review of the Econometric Studies" (with A. Ben-Ner and Tzu-Shian Han), in Democracy and Efficiency in the Economic Enterprise, ed. U. Pagano and R. Rowthorn, Routledge, 1996, pp. 209-244.
23. "Evaluation of Active and Passive Labour Market Policy for the Case of Bulgaria: A Comment" in Lessons from Labour Market Policies in the Transition Economies, O.E.C.D. Proceedings, Center for Co-operation with the Economies in Transition, Paris, 1996 pp. 119-122.
24. "Profit Sharing and Gain Sharing: A Review of Theory, Incidence and Effects" (with Takao Kato and Jeff Pliskin). Handbook of Human Resources, ed. D. Lewis, D. Mitchell and M. Zaidi, JAI, 1997, pp. 153-174.
25. " Enterprise Adjustment During Transition: Evidence from Bulgaria" (with Stoyko Nikolov) in The Bulgarian Economy during early Transition ed. D.C. Jones and Jeff Miller, Avebury, 1997, pp. 249-71.
- 26 Employee Ownership in Privatization: lessons from Central and eastern Europe (with Felix Fitzroy et al.). 1998 ILO Experts' Policy Report, pp. 1-46, Hungary. Reprinted in Russian.
- 27 "Privatization and Restructuring in Russia: A Review and Micro Evidence from St. Petersburg" in Reconstituting the Market: The Political Economy of microeconomic transformation ,edited by Paul Hare, Judy Batt and Saul Estrin, Harwood, 1999, pp.277-314.
28. "Employee Participation in Ownership" Comments on a chapter by Ben-Ner, Burns, Dow and Putterman in The New Relationship: Human Capital in the American Corporation, edited by Margaret Blair and Tom Kochan, Brookings, 2000.

29. "Privatization and Economic Performance: Evidence from Estonia" (with Niels Mygind) in Equality, Participation, Transition: Essays in Honour of Branko Horvat, edited by Milica Uvalic and Vojimir Franicevic., Macmillan Press Ltd. (London) and St. Martin's Press, New York., 2000.
30. "Economic Performance in Transitional Economies: The Role of Ownership, Incentives and Restructuring" in Transitions and Institutions edited by A. Corina and V. Popov, Oxford Press, 2001, pp. 153-170.
31. "Managerial Discretion, Business Strategy and the Quality of Jobs: Evidence from medium sized manufacturing establishments in Central New York" (with Takao Kato and Adam Weinberg) in Low Wage America edited by Eileen Applebaum, Annette Bernhard and Richard Murnane, Russell Sage, 2003, pp.479-525.
32. "Corporate Governance Cycles During transition: Theory and evidence for the Baltics" (with Niels Mygind). pp. 253-286 in "Corporate Governance Life Cycle" co-edited by Igor Filatotchev and Mike Wright, Elgar, 2005.

### **Current research: Working papers and Work-in-Progress**

An enduring area of research is "**employee participation and human resource management practices**". A key strategy in this research is the use of "**insider econometrics or econometric case studies**". In addition large establishment and firm-level data sets continue to be assembled. In one country matching data for individual employees is also being gathered. Current projects are underway in several countries including the U.S., Finland, China, the Baltic Republics and the Balkans. Key areas of investigation include high performance workplace practices including employee involvement mechanisms such as teams and ways of facilitating financial participation such as employee ownership and broad based stock options. Another focus is on employment practices in firms that mainly employ workers with low levels of formal education. I also continue to work on diverse issues for producer cooperatives.

A second research area examines diverse issues for **transition economies**. Panel data sets have been assembled for large samples of firms in Bulgaria, Latvia, Estonia, Lithuania and Russia. I draw on these data to examine several research issues and already have produced several country (region) specific papers on particular issues as well as some cross national studies, often collaboratively. In addition, a large city-level data set has been assembled for China. For all of these projects, data collection and writing and analyses are on-going processes.

Also I have a large interest in the **new economy and internet economics**. Activities in this area include: acting as senior editor for the **Handbook of Economics in the Electronic Age**, (Elsevier, 2003), undertaking a survey of firms in NY that emphasizes IT issues, and investigation of price determination in on-line auctions..

### **Working Papers and papers in process**

1. "The Effects of employee involvement on firm performance: evidence from an econometric case study." (with Takao Kato) (Under review,)
2. "Human Resource management and Performance in the Retail Sector: Evidence from an econometric Case study" (with Panu Kalmi and Antti Kauhanen)
3. "The Determinants of Changes in Chief Executive Compensation During Transition: Evidence from Bulgaria" (with Takao Kato) (Revise and resubmit)
4. "The Effects of Human Resource Management Practices on Productive Efficiency: Evidence from Estonia (with Niels Mygind and Ewa Szychowska) (Under review)
5. "Teams, Performance-Related Pay, Profit-Sharing and Productive Efficiency: Evidence from a Food-Processing Plant" (with Kalmi, P, and A. Kauhanen)
6. "Bulgarian Brownfield Privatization and firm performance" (with Mark Klinedinst) (Under review)
7. "The Productivity Effects of Profit Sharing and Worker Representation on the Board " (with Jeff Pliskin))
8. "Determinants of Financial Constraints When Sample Splitting Criteria Are Endogenous." (with Bersant Hobdari and Niels Mygind.) (Under review)
9. Estimating Firm efficiency in Estonia: a stochastic frontier approach (with Evis Sinani and Niels Mygind). (Under review)
10. "The Productivity effects of Stock Options: Evidence from Finland" " (with Panu Kalmi and Miko Makinen) (Under review)
11. "Ownership and Executive Compensation in Estonia" (with Niels Mygind)
12. "The Determination of On-Line Auction prices:"
13. "The Effects of employee ownership on firm performance: evidence from an econometric case study in

- China.” (with Takao Kato and Xiao-Yuan Dong )
14. “The Determinants of the Incidence of Merit pay: Evidence from Canada” (with Jeff Pliskin).
  15. “The Nature and Effects of the Transition to Social Assistance: Evidence from Bulgaria” (with Mariana Kotzeva)
  16. “The Determinants of Productive Efficiency in Transitional Economies: Evidence from Latvia” (with Niels Mygind)
  17. “The Nature and Determinants of Executive Compensation in Transitional Economies; Evidence from Russia” (with Ewa Szychowska)
  18. “Experience, Productivity, Teams and Wages: An Empirical Analysis using panel data and Individual worker Output” (with Takao Kato.)
  19. “The Nature and the determinants of the adoption of new information: Technologies: Evidence from New York” (with Jeffrey Pliskin and Takao Kato)
  20. “High Performance Workplace practices and the incidence of new information technologies: Evidence from New York” (with Jeffrey Pliskin)
  21. “Choice of ownership Structure and Firm Performance: Evidence from Estonia” (with Panu Kalmi and Niels Mygind)
  22. “Executive Compensation in Lithuania” (With David Prior)
  23. “Privatization and Industrial and Labor Relations in Transitional Economies: Evidence From St. Petersburg
  24. “Corporate Governance and Liquidity Constraints: The Sensitivity of Access to Capital to the Identity of Owners.” ( with Bersant Hobdari and Niels Mygind.)
  25. "On Entry of Employee-Owned Firms: Theory and Evidence from U.S. Manufacturing Industries, 1870-1960" (with Michael Conte).
  26. “The Effects of High Performance Workplace Practices on Firm and Worker Outcomes: Evidence From a Croatian Econometric Case Study” (with Srecko Goic)
  27. “The Nature and Effects of Employment Practices During Transition: Evidence from Two Manufacturing Firms in Lithuania” (with Modestas Gelbuda)
  28. “What do Unions do in Transition Economies? Evidence From Lithuanian Cases” (with Modestas Gelbuda)

#### **Book Reviews and Reports:**

Several book reviews and reports have appeared (or are forthcoming) in journals including: J. Economic Literature; J. Comparative Economics; Economic Analysis and Workers' Management; Industrial and Labor Relations Review; Comparative Economic Systems; Economic and Industrial Democracy; British Journal of Industrial Relations, Economics of Transition

#### **Courses Taught:**

Mainly for undergraduates but also some graduate instruction at different institutions. Courses include: Labor Economics; Comparative Economic Systems; Intermediate Macroeconomic Theory ; Workers' Participation in Management and Self-Management; Industrial Relations; Economics of Development; History of Economic Thought; Approaches to political Economy; Comparative Industrial Relations; Senior Thesis; Introductory Economics (Macro, Micro and both in one semester); Economics of Transition; Human Resource Management Policies

#### **Research Support (Excluding Fellowships):**

2005- 2008. NSF collaborative with Takao Kato. About \$325,000. “Econometric case studies of the nature and effects of Human Resource Management Practices: Evidence from the U.S., China and Finland.

2004-2008 Member of research team headed by Matti Pajhola, Helsinki School of Economics “Econometric Case Studies on the Impact of Workplace Innovations”. The project is funded by the Academy of Finland and the Finnish Work Environment Fund. (About 400,000 euros).

2004-2005 Project Director. "Insider Econometrics: Evidence from the Balkans." William Davidson Institute (\$28,000).

2004-2006 Project Director. "Economic Performance and human resource management policies: Econometric evidence for the Baltics and Russia". National Council for Eurasian and East European Research. (\$29,250).

1999-2004 Project director (with Takao Kato and Adam Weinberg) "Changing Employment Practices and The Quality of jobs: Case studies of Medium Sized Firms in Metropolitan and Non- Metropolitan Communities in Central New York". Russell Sage and Rockefeller (\$253,791).

2001-2003 Project Director "The Determinants of Business Performance During Reform: A panel Study of Bulgarian establishments" National Council for Eurasian and East European Research and Davidson Institute; WDI (University Michigan) (\$75,000)

1998-2000 Project Director "The Nature and Determinants of Executive Compensation: Evidence from Russia, the Baltic Republics and Bulgaria". National Council for Eurasian and East European Research (\$38,000)

1996-1997 Project Director "The Incidence and Effects of Human Management Resource Practices: Evidence for the Baltics. National Council for Soviet and East European Research (\$66,000)

1995-1997 Project Director "The Economics of Privatization: Evidence from the Baltics and St. Petersburg" NSF SES 9511465. (\$92, 000).

1997 Project Director "Executive Compensation in transitional Economies" Davidson Institute Evidence from Bulgaria." NSF SES-9223571. (About \$200,000)

1990-1992 Project Director, "Effects of Alternative Enterprise Forms and Entry of New Firms Under Contemporary East European Socialism: Evidence from Bulgaria," NSF 9010591 (\$112,174).

1987-1990 Project Director, "Economic Effects of Alternative Compensation Systems," NSF #SES-871095. Originally funded July 1987 (\$38,166); renewed in January 1989 (\$47,733).

1983-1986 Project Director, "The Relationship Between Participation, Worker Ownership, Profit Sharing and Performance in French Producer Cooperatives." (Extension of earlier project funded by NSF #SES-8309608, \$81,533.)

1993-1994 "Labor Market Dynamics in Bulgaria," National Council for Soviet and East European Research, \$75,000.

1993 Grant from IRIS, "The Growth of Non-State and Small Firms in Bulgaria," \$15,000.

1990-1991 Grant from Arbetsmiljofonden, "Economic Effects of Co-determination, Profit Sharing, Wage Earner Funds, Individual Employee Ownership: Evidence from Sweden", \$40,000.

1980-1982 Grant from Leverhulme Foundation (U.K.) to collect data and begin to examine socio-economic performance of industrial cooperative, \$35,000.

1973-present Huber Summer Study Grants, Hamilton, several years.

### **Consultant**

I have served on missions (projects) or acted as a consultant or a member of research teams for several institutions including: the Department of Labor, the ILO, Brookings Institution, The World Bank, the EEC, OECD, Sloan, USAID and the Center for Economic Studies.

### **Journals and Professional Bodies:**

- 2004- Member, Editorial Board, J. of Comparative Economics.
- 1996-2000 Member, Board of Reviewers, SOCO program, IHS, Vienna
- 1996-1997 Member, Editorial Board, Comparative Economic Studies
- 1994-present Member, Editorial Board, Annals of Public and Cooperative Economy
- 1993-1995 Member, Executive Committee, Comparative Economic Studies
- 1983-present General Editor for Elsevier series, Advances in the Economic Analysis of Participatory and Labor Managed Firms
- 1987-1998 Board of Editors, Economic and Industrial Democracy, edited by R. Meidner
- 1986-1996 American correspondent for Economia Publica
- 1985-1995 Member Board of Editors, Economic Analysis and Workers' Management, edited Branko Horvat
- 1978- 1995 American correspondent for Economic Analysis and Workers' Management
- 1975-1978 U.K.correspondent for Economic Analysis and Workers' Management

**Dissertations:**

1983-present Membership on more than 10 Committees/external examiner/supervisor for candidates for Ph.D. and M.Sc. at institutions including Cornell, Copenhagen Business School and Cerge.

**Organization of Colloquia and Conferences:**

1991-2004 Co-organizer/member of organizing committee for Conferences of IAFEP at: Halifax (2004), Brussels (2002), Trento (2000), Bristol (1998), Prague (1996), Cornell (1991)

1986 Co-organized a symposium on profit sharing and worker ownership at Cornell

1980 Organized a Symposium on the Economic Performance of Participatory and Labor Managed Firms, Hamilton College.

**Referee Work:**

Economic Journal, N.S.F., International Journal of Industrial Organization, Journal Comparative Economics, Industrial and Labor Relations Review, European Economic Review, J. Economic Behavior and Organization, S.S.R.C. (Canada), Industrial Relations, J. of Human Resources, Cambridge Journal of Economics, Economic Analysis and Workers' Management, British Journal of Industrial Relations, Leverhulme Trust, S.S.R.C. (U.K.), A.C.L.S., Rockefeller Foundation, German Marshall Fund, Guggenheim Foundation, Economic and Industrial Democracy, Australian Research Grants Committee, Economic Development and Cultural Change, Comparative Economic Systems, Quarterly Review of Economics and Business, Scandinavian Journal of Economics, J. of Economic Studies, Contemporary Policy Studies, J. of Japanese and International Economies, Small Business Studies, Economics of Transition, Empirica, J. Development Studies, J Economic Education, Annals of Public and Cooperative Economy, J. Human Resources, Review of Radical Political Economy, Grants Agency, Czech Academy Sciences.

**Service at Hamilton College:**

1999-2002	Member of Levitt Council
1987-1994	Member of Board of Directors, Swedish Program in Organizational Studies
1980-1983	Academic Council (elected)
1977-1981	Board of Advisors
1974-1980	Faculty Compensation Committee Hamilton A.A.U.P., Chairman, 1979 Dean Search Committee (elected)
1978-1979	Foreign Fellowship Committee
1977-1978	Watson Committee
1975-1978	Priorities for Hamilton Committee; Committee on Development of Resources (Trustees)
1974-1976	Provost's Advisory Committee (elected)

**Citizenship:** Dual: US and British

**Family:** Married, two boys (Feb. 12, 1978; Oct. 29, 1983)

**Hobbies:** Collecting old books on economics, especially as they relate to employee ownership and participation; collecting old maps and atlases; cartographical research.

**Sports:** Alas, apart from some cycling, I am mostly a spectator nowadays - soccer and horse racing.