

Derek C. Jones: CURRICULUM VITA November, 2009

Derek C. Jones, Chair and Irma M. and Robert D. Morris Professor of Economics

Department of Economics

Hamilton College

198 College Hill Road

Clinton, N.Y. 13323

Phone: 315-859-4381

Messages: 315-859-4450

Fax: 315-859-4477

Email: djones@hamilton.edu

<http://academics.hamilton.edu/economics/djones/djones.html>

Home Address: 3914 Griffin Road, Clinton, New York, 13323

Phone: 315-853-5475

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
Director New York Program, Fall, 2007.

Mondragon Cooperative Research Director, Economics, 2007-. MCAC is closely linked with Mondragon University and MCC.

Academic Community. (See <http://www.mondragon.edu/cac2>).

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)

2008 Visiting Professor, University Helsinki, Finland

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:

(1-3 months)

Institute of Innovation Research, Hitotsubashi University, July-September 2002

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):

- 2009 Ikerbasque fellow (tenable Mondragon University)
- 2008 Inaugural winner of Career Achievement Award, Hamilton College
- 2006, 2008 Fellowships 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)
- In 1999 I was appointed the inaugural holder of the Irma M. and Robert D. Morris Professorship in Economics and I continue to hold that Chair.

- 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
- 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.
- 2-6. With Jan Svejnar I co-edited the first five volumes of the series **Advances in the Economic Analysis of Participatory and Labor Managed Firms**, published by JAI. These volumes were published between 1985 and 1995.
7. **The Bulgarian Economy: Lessons from Reform During Early Transition** (with Jeffrey Miller, ed.) Brookfield, Vermont: Ashgate. 1997.
8. **New Economy Handbook** (Senior Editor), Academic Press, 2003.

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 IRRA**, 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 Stratgey 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 Economies**, 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: New Evidence from an Econometric Case Study (with Panu Kalmi; Antti Kauhanen) **Oxford Review of Economic Policy**, 2006, vol 22, 526-538
76. "The Productive Efficiency of Italian Producer Cooperatives: Evidence from Conventional and Cooperative Firms" **Advances in the Economic Analysis of Participatory and Labour Managed Firms**, vol 10 , 2007,pp.3-28.
77. "Determinants of Firm level Technical Efficiency: Evidence using a Stochastic frontier approach" (with Evis Sinani and Niels Mygind). **Journal of Corporate Ownership and Control**, vol 5, # 3, 2008, pp. 225-239.
78. "Inequality, Trust and the size of the co-operative sector: Cross country evidence" (with Panu Kalmi) **Annals of Public and Cooperative Economics**, vol 80:2, 2009, 165-195
79. "Capital Investment and Determinants of Financial Constraints in Estonia." (with Bersant Hobdari and Niels Mygind) **Economic Systems** vol. 33(4) (2009), pp. 344-359
80. "The Productivity effects of Stock Options: Evidence from Finland" (with Panu Kalmi and Mikko Makinen) **Journal of Productivity Analysis**, published online: 26 August 2009, forthcoming 2010
81. "How does Employee Involvement Stack up? Evidence from an Econometric Case Study of the Effects of Human Resource Management Policies on Performance in a Retail Firm" (with Panu Kalmi and Antti Kauhanen) forthcoming January 2010 **Industrial Relations**
82. "Corporate Governance, Firm Size and Liquidity Constraints: A Dynamic Analysis" (with Bersant Hobdari and Niels Mygind) forthcoming, **Comparative Economic Studies**
83. "Teams, Performance-Related Pay, Profit-Sharing and Productive Efficiency: Evidence from a Food-Processing Plant" (with Panu Kalmi and Antti Kauhanen) Forthcoming **Industrial and Labor Relations Review**
84. "The Incidence of Financial Participation: Case study evidence from US Firms (with Takao Kato) (Being

prepared for special issue of **International J. Of Human Resources**, edited D. Kruse, J. Blasi and E. Poutsma), 2010

85. "The Incidence, Adoption and Attrition of Financial participation: Evidence from the Finnish Manufacturing Sector" (with Panu Kalmi, Mikko Makinen and Takao Kato) (Being prepared for special issue of **International J. Of Human Resources** edited D. Kruse, J. Blasi and E. Poutsma, 2010.
- 86 "The Effects of offline teams on firm performance: evidence from an econometric case study."(with Takap Kato) Forthcoming **Industrial and Labor Relations Review**

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.
33. "Co-operatives and Employee Ownership" (with Panu Kalmi) forthcoming International Encyclopedia of Civil Society, edited by Helmut K. Anheier and Stefan Toepler, Springer.

Other Editorial Work:

1. For volumes 6-10 of Advances in the Economic Analysis of Participatory and Labor Managed Firms, published between 1998 and 2007 by JAI and then Elsevier, I was the series editor. Each volume had guest editors.
2. Guest edited a Special Issue of Economic and Industrial Democracy on "Developments in Workplace Participation in Eastern Europe," Vol. 10, August 1989.

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 concerning cooperatives. In my capacity as Research Director of MCAC, I am helping to develop a broad research agenda that uses data for the Mondragon cooperatives as well as coops and other forms of participation and employee ownership elsewhere.

A third 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 Under review and papers in process

1. "Earnings-Tenure profiles: Tests of Agency and Human Capital Theories using Individual performance Data" (with Takao Kato) (Under review)
2. "The effects of training on performance and Incomes; Econometric evidence from Finnish Cooperative banks" (with Panu Kalmi and Antti Kauhanen) (Revise and resubmit)
3. Firm and Employee Effects of an Enterprise Information System: Microeconomic Evidence (with Panu Kalmi and Antti Kauhanen) (Under review)
4. "What Determines Membership in Co-operatives?: Evidence from Finnish Banks on the Role of ownership" (with Panu Kalmi and Iiro Jussila) (Under review)
5. "The Effects of High Performance Workplace Practices on Firm and Worker Outcomes: Evidence From a Croatian Econometric Case Study" (with Srecko Goic) (Under review)
6. "A Co-operative Difference? Evidence from Mondragon" (with Saioa Arando, Monica Gago and Takao Kato.)
7. "Productive Efficiency in the Mondragon Cooperatives: Evidence from an Econometric case study" (with Saioa Arando, Monica Gago and Takao Kato.)
8. "Are economic outcomes for co-operative banks different than in conventional firms? Evidence for the U.S. and Canada (with Jeffrey Pliskin)
9. "Bulgarian Brownfield Privatization and firm performance" (with Mark Klinedinst)
10. "What do Unions do in Transition Economies? Evidence From Lithuanian Cases".
11. "The Effects of Institutions on Employment Adjustment: Cross country evidence" (with Nahid Rahman)
12. "The Determinants of Changes in Chief Executive Compensation During Transition: Evidence from Bulgaria" (with Takao Kato) (Revise and resubmit)
13. "The Effects of Human Resource Management Practices on Productive Efficiency: Evidence from Estonia (with Niels Mygind and Ewa Szychowska)
14. "The Impact of Residential Policies and employee ownership: Tests of agency and human capital theories using individual performance data" (with Takao Kato.)
15. "The effects of human resource management practices on firm productivity-preliminary evidence form Finland" (with Panu Kalmi, Takao Kato and Miko Makinen)
17. "Ownership and Executive Compensation in Estonia" (with Niels Mygind)
18. "The Determinants of the Incidence of Merit pay: Evidence from Canada" (with Jeff Pliskin).
19. "The Nature and Effects of the Transition to Social Assistance: Evidence from Bulgaria" (with Mariana Kotzeva)
20. "The Determinants of Productive Efficiency in Transitional Economies: Evidence from Latvia" (with Niels Mygind)
21. "The Nature and Determinants of Executive Compensation in Transitional Economies; Evidence from Russia" (with Ewa Szychowska)
22. "The Nature and the determinants of the adoption of new information: Technologies: Evidence from

- New York” (with Jeffrey Pliskin and Takao Kato)
23. “High Performance Workplace practices and the incidence of new information technologies: Evidence from New York” (with Jeffrey Pliskin)
 24. “Executive Compensation in Lithuania” (With David Prior)
 25. “Privatization and Industrial and Labor Relations in Transitional Economies: Evidence From St. Petersburg.
 26. "The Productivity Effects of Profit Sharing and Worker Representation on the Board " (with Jeff Pliskin))
 27. “The Nature and Effects of Employment Practices During Transition: Evidence from Two Manufacturing Firms in Lithuania” (with Modestas Gelbuda)
 28. “The Determination of On-Line Auction prices:”
 29. "On Entry of Employee-Owned Firms: Theory and Evidence from U.S. Manufacturing Industries, 1870-1960" (with Michael Conte).

Book Reviews and Reports:

Several book reviews 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- 2009. 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 Pojhoala, 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, Caran Corporation and the Center for Economic Studies.

Journals and Professional Bodies:

2004-2009 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*

1983-2009 General Editor for Elsevier (JAI) 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- Co-organizer/member of organizing committee for Conferences of IAFEP at: Clinton (2006), 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, *J. Political Economy*, 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, Human Performance.

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.