

CURRICULUM VITAE

Douglas L. Kruse

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School of Management and Labor Relations
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Education:

Harvard University, Cambridge, Massachusetts.
Ph.D. in Economics, June, 1988.

Major fields: Labor Economics, Comparative Economic Systems.
Minor fields: Applied Econometrics, Industrial Organization.
Dissertation topic: Empirical test of Weitzman profit-sharing theory, and effect of
profit sharing on productivity and growth.

University of Nebraska-Lincoln, Lincoln, Nebraska.
M.A. in Economics, August 1983.
Certification in Public Policy Analysis and Program
Evaluation, 1983.
Fields: Public Policy, Field Research, Comparative Economic Systems.

Harvard University, Cambridge, Massachusetts.
B.A. in Economics, June 1981, Magna Cum Laude.

Employment:

Professor, 7/00-present, Associate Professor, 7/94-6/00, Assistant Professor, 7/88-6/93, Dept.
of Human Resource Management, School of Management and Labor Relations,
Rutgers University. Member of the Graduate Faculties in Economics, Labor and
Industrial Relations, and Human Resource Management.

Teaching Assistant, 9/86-5/88, Dept. of Economics, Harvard University.
Labor Economics, Econometrics, Comparative Economic Systems, and
Labor Thesis Advising.

Economic Development Consultant, 5/83-9/84, Department of Economic Development, State
of Nebraska, Lincoln, Nebraska.

Other positions:

National Bureau of Economic Research (Cambridge, Massachusetts), Research Associate, 9/95-present, Faculty Research Fellow, 9/90-9/95.

President's Committee on Employment of People with Disabilities, Subcommittee on Employment Disability Concerns (Washington, D.C.), 1/98-12/00.

Industrial Relations, Board of Reviewers, 9/93-present.

New Jersey State Rehabilitation Council, 10/99-present.

Books:

In the Company of Owners: The Truth About Stock Options (And Why Every Employee Should Have Them). New York: Basic Books, 2003. By Joseph Blasi, Douglas Kruse, and Aaron Bernstein.

Named a "Noteworthy Book in Industrial Relations and Labor Economics, 2003," by Princeton University Industrial Relations Section.

Named as one of the top 10 business books of 2003 by Business Week.

A Working Nation: Workers, Work, and Government in the New Economy. New York: Russell Sage Foundation, 2000. By David T. Ellwood, Rebecca M. Blank, Joseph Blasi, Douglas Kruse, William A. Niskanen, and Karen Lynn-Dyson.

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

Stock Options, Corporate Performance, and Organizational Change. Oakland, CA: National Center for Employee Ownership, 2000. By Joseph Blasi, Douglas Kruse, James Sesil, Maya Kroumova, and Ryan Weeden.

Meeting Future Workforce Needs. Menomonie, WI: University of Wisconsin-Stout, 1999. By Thomas Jennings, Steve Fusco, George Erickcek, Stacey Floyd, Chip Kenney, Douglas Kruse, Rob McInnes, Paul Mulka, Darlene Robbins, Martin Sicker, and Duane Watson.

Spinal Cord Injury: An Analysis of Medical and Social Costs. New York: Demos Publications, 1998. By Monroe Berkowitz, Paul O'Leary, Douglas Kruse, and Carol Harvey.

Kremlin Capitalism: The Privatization of the Russian Economy. Ithaca, NY: Cornell University Press, 1997. By Joseph Blasi, Maya Kroumova, and Douglas Kruse.

Chinese translation published by Shanghai Far East Publishers in 2000.

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, Social Science Journal, Washington Monthly, and World Today.

Profit Sharing: Does It Make A Difference?. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 1993. By Douglas Kruse.

Awarded “Richard A. Lester Prize for Outstanding Book in Industrial Relations and Labor Economics, 1993,” by Princeton University Industrial Relations Section.

Reviewed in Journal of Economic Literature, Journal of Comparative Economics, Industrial and Labor Relations Review, Relations Industrielles.

The New Owners: The Mass Emergence of Employee Ownership in Public Companies and What it Means to American Business. New York: HarperCollins, 1991. By Joseph Blasi and Douglas Kruse.

Russian translation published by Delo Publishers (Moscow) in 1995.

Named a “Noteworthy Book in Industrial Relations and Labor Economics, 1991,” by Princeton University Industrial Relations Section.

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

Employee Ownership and Employee Attitudes: Two Case Studies. Norwood, Pennsylvania: Norwood Editions, 1984. By Douglas Kruse.

Reviewed in British Journal of Industrial Relations, California Management Review, Economic and Industrial Democracy.

Journal Articles and Book Chapters:

“Motivating Employee Owners in ESOP Firms: Human Resource Policies and Company Performance,” in Virginie Perotin and Andrew Robinson, eds., Advances in the Economic Analysis of Participatory and Self-managed Firms, Vol. 8. Greenwich, CN: JAI Press, forthcoming 2004. By Douglas Kruse, Richard Freeman, Joseph Blasi, Robert Buchele, Adria Scharf, Loren Rodgers, and Christopher Mackin.

“Does Employee Ownership Enhance Firm Survival?” in Virginie Perotin and Andrew

Robinson, eds., Advances in the Economic Analysis of Participatory and Self-managed Firms, Vol. 8. Greenwich, CN: JAI Press, forthcoming 2004. By Rhokeun Park, Douglas Kruse, and James Sesil.

“The Effects of Restructuring Charges on Employer Contributions to Profit Sharing Plans,” Journal of Accounting and Public Policy, Vol. 23, pp. 247-278. By Scott Jackson, Elaine Mauldin, William Wilcox, and Douglas Kruse.

“Employee Stock Ownership,” in Carl E. Van Horn and Herbert A. Schaffner, eds., Work in America: An Encyclopedia of History, Policy, and Society. Santa Barbara, CA: ABC Clio, forthcoming 2004, pp. 178-181. By Joseph Blasi and Douglas Kruse.

“Corporate Culture and the Employment of People with Disabilities,” Behavioral Sciences and the Law, forthcoming. By Lisa Schur, Douglas Kruse, and Peter Blanck.

“An Assessment of Employee Ownership In The United States With Implications For The EU,” International Journal of Human Resource Management, September 2003. By Joseph Blasi, Douglas Kruse, James Sesil, and Maya Kroumova.

“Calibrating the Impact of the ADA’s Employment Provisions,” Stanford Law and Policy Review, Vol. 14.2, 2003, pp. 267-290. By Peter Blanck, Lisa Schur, Douglas Kruse, Susan Schwochau, and Chen Song,

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

“Disability and Employment: Symposium Introduction,” Industrial Relations, Vol. 42, No. 1, January 2003. By Douglas Kruse and Thomas Hale.

“Employment of People with Disabilities Following the ADA,” Industrial Relations, Vol. 42, No. 1, January 2003, pp. 31-66. By Douglas Kruse and Lisa Schur.

“Sharing Ownership via Employee Stock Ownership,” in Laixiang Sun, ed., Ownership and Governance of Enterprises: Recent Innovative Developments. New York: Palgrave MacMillan, 2003, pp. 96-123. By James Sesil, Douglas Kruse, and Joseph Blasi.

“Does the Definition Affect the Outcome? Employment of People with Disabilities Under Alternative Disability Definitions,” in David Stapleton and Richard Burkhauser, eds., Why the Decline in Employment of People with Disabilities: A Policy Puzzle. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, 2003, pp. 279-300. By Douglas Kruse and Lisa Schur.

“Research Evidence on the Prevalence and Effects of Employee Ownership,” Journal of Employee Ownership Law and Finance, Vol. 14, No. 4, Fall 2002, pp. 65-90. By

Douglas Kruse.

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

“Enabling Democracy: Disability and Voter Turnout,” Political Research Quarterly, Vol. 55, No. 1, March 2002, pp. 167-190. By Lisa Schur, Todd Shields, Douglas Kruse, and Kay Schriener.

Awarded prize by the Western Political Science Association as the best article published in the journal in 2002.

“Broad-based Stock Option Programs: A Union-Nonunion Comparison,” in David Lewin, ed., Advances in Industrial and Labor Relations. Greenwich, CN: JAI Press, 2002. By Maya Kroumova, James Sesil, Douglas Kruse, and Joseph Blasi.

“Worker Ownership, Participation and Control: Toward a Theoretical Model,” in Michael J. Handel, ed., Sociology of Organizations: Classic, Contemporary and Critical Readings. Thousand Oaks, Ca.: Sage Publications, 2002. By William Foote Whyte, Joseph Blasi, and Douglas Kruse.

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

“Employee Equity: Employee versus Owner Issues in Organizations,” in Cary L. Cooper and Denise M. Rousseau, eds., Trends in Organizational Behavior, Volume 8. New York and London: John Wiley & Sons, April 2001. By Joseph Blasi and Douglas Kruse.

“The New Employee/Employer Relationship,” in David Ellwood et al., Working Nation: Workers, Work, and Government in the New Economy. New York: Russell Sage Foundation, 2000. By Douglas Kruse and Joseph Blasi.

Reprinted in Samuel Estreicher, ed., Global Competition and the American Employment Landscape: As We Enter the 21st Century (Boston: Kluwer Law International, 2001).

“Illegal Child Labor in the United States: Prevalence and Characteristics,” Industrial and Labor Relations Review, Vol. 54, No. 1, October 2000, pp. 17-40. By Douglas Kruse and Douglas Mahony.

“What Affects Voter Turnout? Lessons from Citizens with Disabilities,” Social Science Quarterly, Vol. 81, No. 2, June 2000, pp. 571-587. By Lisa Schur and Douglas Kruse.

“Is Employee Ownership An Unstable Form? Or A Stabilizing Force?” in Margaret Blair and

Thomas Kochan, eds., The New Relationship: Human Capital in the American Corporation. Washington, D.C.: Brookings Institution, 2000. By Margaret Blair, Douglas Kruse, and Joseph Blasi.

“Broad-Based Stock Options and Company Performance: What the Research Tells Us,” Journal of Employee Ownership Law and Finance, Vol. 12, No. 3, Summer 2000. By Joseph Blasi, Douglas Kruse, James Sesil, and Maya Kroumova.

“Decentralisation of Bargaining Systems and Financial Participation: A Comparative Analysis of Italy, UK, and the US,” Lavoro e Relazioni Industriali, Summer 1999, No. 1, pp. 1-41. By Alessandra Del Boca, Douglas Kruse, and Andrew Pendleton.

“Giving Employees an Ownership Stake,” Brookings Review, Fall 1999, Vol. 17, No. 4, pp. 23-26. By Margaret Blair and Douglas Kruse.

“Public Opinion Polls on Employee Ownership and Profit Sharing,” Journal of Employee Ownership Law and Finance, Vol. 11, No. 3, Summer 1999, pp. 3-25. By Douglas Kruse and Joseph Blasi.

“Persons with Disabilities: Demographic, Income, and Health Care Characteristics,” Monthly Labor Review, Vol. 121, No. 9, September 1998, pp. 8-15. By Douglas Kruse.

“Profit Sharing and the Demand for Low-Skill Workers,” in Richard Freeman and Peter Gottschalk, eds., Generating Jobs: Increasing the Demand for Low-Skill Workers. New York: Russell Sage Foundation, 1998, pp. 105-153. By Douglas Kruse.

“Employee Ownership, Employee Attitudes, and Firm Performance: A Review of the Evidence,” in Daniel J.B. Mitchell, David Lewin, and Mahmood Zaidi, eds., Handbook of Human Resource Management. Greenwich, CN: JAI Press, 1997, pp. 113-151. By Douglas Kruse and Joseph Blasi.

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

“The Role of Computer Skills in Employment and Earnings Following a Spinal Cord Injury,” Proceedings of the CSUN Conference on Technology and Persons with Disabilities, Los Angeles, CA, March 1997. By Douglas Kruse, Alan Krueger, and Susan Drastal.

“Why Do Firms Adopt Profit Sharing and Employee Ownership Plans?” British Journal of Industrial Relations, Vol. 34, No. 4, December 1996, pp. 515-38. By Douglas Kruse.

“Employee Stock Ownership and Corporate Performance Among Public Companies,” Industrial and Labor Relations Review, Vol. 50, No. 1, October 1996, pp. 60-79. By Joseph Blasi, Michael Conte, and Douglas Kruse.

“Employee Ownership Through 401(k) Plans: The NCEO-Rutgers University Study,” Journal of Employee Ownership Law and Finance, Vol 8, No. 4, Fall 1996, pp. 13-32. By Susan Prolman and Douglas Kruse.

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

“Financial Returns of Public ESOP Companies: Investor Effects vs. Manager Effects,” Financial Analysts Journal, Vol. 52, No. 4, Summer 1996, pp. 51-61. By Michael Conte, Joseph Blasi, Douglas Kruse, and Rama Jampani.

“Computer Use, Computer Training, and Employment Outcomes Among People with Spinal Cord Injuries,” Spine, Vol. 21, No. 7, April 1996, pp. 891-896. By Douglas Kruse, Alan Krueger, and Susan Drastal.

“Flexible Work Hours and Labor Productivity: Some Evidence from the Pharmaceutical Industry,” Industrial Relations, Vol. 35, No. 1, January 1996, pp. 123-139. By Edward Shepard, Thomas Clifton, and Douglas Kruse.

“Pension Substitution in the 1980's: Why the Shift Toward Defined Contribution Plans?” Industrial Relations, Vol. 34, No. 2, April 1995, pp. 218-241. By Douglas Kruse.

“Profit Sharing and Public Policy,” Journal of Economic Issues, Vol. 28, No. 2, June 1994. By Douglas Kruse.

Reprinted in Basque journal Economiáz: Revista Vasca de Economía, Numero 33, 3er Cuatrimestre, 1995.

“Employees and Managers as Shareholders,” Human Resource Planning, Vol. 17, No. 4, 1994, pp. 31-40. By Joseph Blasi, Douglas Kruse, and James Gasaway.

“Employee Ownership and Participation: Trends, Problems, and Policy Options,” Journal of Employee Ownership Law and Finance. Vol 5, No. 2, Spring 1993, pp. 41-73. By Joseph Blasi and Douglas Kruse.

“Gender Differences in Attitudes Toward Unions,” Industrial and Labor Relations Review, Vol. 46, No. 1, October 1992, pp. 89-102. By Lisa Schur and Douglas Kruse.

“The New Owners: Stock Price Performance for Public Companies with Significant Employee Ownership,” Journal of Employee Ownership Law and Finance, Vol. 4, No. 3, Summer 1992, pp. 95-130. By Joseph Blasi, Michael Conte, and Douglas Kruse.

“Profit Sharing and Productivity: Microeconomic Evidence from the United States,” Economic Journal, Vol. 102, No. 410, Jan. 1992, pp. 24-36. By Douglas Kruse.

- “Employee Ownership,” in Peter Newman, Murray Milgate, and John Eatwell, eds., The New Palgrave Dictionary of Money and Finance. London: MacMillan Press Ltd., 1992, pp. 759-761. By Joseph Blasi and Douglas Kruse.
- “Profit Sharing in the 1980's: Disguised Wages or a Fundamentally Different Form of Compensation?” in Randall Eberts and Erica Groshen, eds., Structural Changes in U.S. Labor Markets: Causes and Consequences. Armonk, NY: M.E. Sharpe, 1992. By Douglas Kruse.
- “ESOPs, Profit Sharing, and Other Contingent Compensation Plans: How Do They Affect Corporate Performance?” Financial Management, Winter 1991, pp. 91-100. By Michael Conte and Douglas Kruse.
- “The Role of Profit Sharing in Employee Compensation,” Commentary (journal of the National University of Singapore), Vol. 9, No. 1/2, November 1991. By Douglas Kruse and James Chelius.
- “Strategic Problems and Tactical Promise: Unions and Employee Ownership,” Labor Law Journal, Vol. 42, No. 8, August 1991, pp. 498-507. By Joseph Blasi and Douglas Kruse.
- “Employee Ownership: Opportunities for Unions,” Work Place Topics, Vol. 2, No. 1, July 1991, pp. 1-22. By Joseph Blasi and Douglas Kruse.
- “The New Owners: Employee Ownership in Public Companies,” Journal of Employee Ownership Law and Finance, Vol III, No. 3, Summer 1991, pp. 129-152. By Joseph Blasi and Douglas Kruse
- “Profit Sharing and Employment Variability: Microeconomic Evidence on the Weitzman Theory,” Industrial and Labor Relations Review, Vol. 44, No. 3, April 1991, pp. 437-453. By Douglas Kruse.
- Reprinted in Morris Kleiner, ed., Industrial Relations: Institutions and Organizational Performance (Hampshire, England: Dartmouth, 1994).
- “Supervision, Working Conditions, and the Employer Size-Wage Effect,” Industrial Relations, Vol. 31, No. 2, Spring 1991, pp. 229-249. By Douglas Kruse.
- “Displaced versus Disadvantaged Workers: Policy Issues and Research Questions,” in John Addison, ed., Job Displacement: Consequences and Implications for Policy. Detroit, MI: Wayne State University Press, 1991. By Douglas Kruse.
- “Profit Sharing and Productivity,” in Alan Blinder, ed., Paying For Productivity: A Look at the Evidence. Washington, D.C.: Brookings Institution, 1990. By Martin Weitzman and Douglas Kruse.

Reprinted in Louis Putterman and Randy Kroszner, eds., The Economic Nature of the Firm, 1996.

“The Economic Implications of Employment Rights and Practices in the U.S.,” Journal of Comparative Economics, Vol. 14, September 1990, pp. 221-253. By Douglas Kruse.

“International Trade and the Labor Market Experience of Displaced Workers,” Industrial and Labor Relations Review, Vol. 41, No. 3, April 1988, pp. 402-417. By Douglas Kruse.

“Industrial Policy at the State Level in the United States,” Journal of Economic Issues, XIX:2, June 1985. By F. Gregory Hayden, Douglas Kruse, and Steven Williams.

“Small Business Financing: A Survey of the Experiences and Attitudes of Nebraska Small Business Owners,” Proceedings of the Small Business Institute Directors' Association Conference, 1984, February 1984, pp. 125-138. By Douglas Kruse, Steve Williams and F. Gregory Hayden.

Book Reviews and Commentaries:

“Commentary on ‘The Economic and Social Impacts of Telework’ by Sean Doherty et al.,” Telework: The New Workplace of the 21st Century. Washington, D.C.: U.S. Department of Labor, 2000, pp. 98-102.

“The Ownership Solution: Towards a Shared Capitalism for the 21st Century: A Review,” Economic Analysis: The Journal of Enterprise and Participation, Vol. 2, No. 1, 1999, pp. 70-72.

“America’s Agenda: Rebuilding Economic Strength: A Review,” Journal of Comparative Economics, Vol. 19, No. 1, August 1994, pp. 122-124.

“Pensions and the Economy: A Review,” Industrial and Labor Relations Review, Vol. 46, No. 3, July 1993.

“Three Worlds of Labor Economics: A Review.” Journal of Economic Issues, XXIV:3, September 1990.

“Workers' Self-Management in the United States: A Review.” Journal of Economic Issues, XIX:3, September 1985.

“Workplace Democracy and Social Change: A Review.” Journal of Economic Issues, XVII:4, December 1983.

Congressional testimony:

“Research on Stock Options,” Testimony before the U.S. House of Representatives, Committee on Financial Services, Subcommittee on Capital Markets, Insurance, and Government Sponsored Enterprises, April 21, 2004.

“Research Evidence on Prevalence and Effects of Employee Ownership,” Testimony before the Subcommittee on Employer-Employee Relations, Committee on Education and the Workforce, U.S. House of Representatives, February 13, 2002.

“Profit Sharing and Gainsharing,” Testimony before U.S. House of Representatives Committee on Small Business, Subcommittee on Regulation, Business Opportunities, and Technology, July 15, 1994.

“Testimony before the House Subcommittee on Economic Stabilization,” The National Entrepreneurship Act: Hearing before the Subcommittee on Economic Stabilization of the Committee on Banking, Finance, and Urban Affairs. May 15, 1984, Serial No. 98-92. Washington, D.C.: Government Printing Office, 1984.

Reports:

Assessment of Test Questions to Identify Disability Status: Report to the Bureau of Labor Statistics, January 2004. By Douglas Kruse.

Theoretical Study on Stock Options in Small and Medium Enterprises, Report to the Enterprise-Directorate General, Commission of the European Communities, October 2002. By Andrew Pendleton, Joseph Blasi, Douglas Kruse, Erik Poutsma, and James Sesil.

Non-standard Work Arrangements and Disability Income, Report to the Disability Research Institute, University of Illinois Urbana-Champaign, August 2002. By Lisa Schur and Douglas Kruse.

Empowerment Through Civic Participation: A Study of the Political Behavior of Citizens with Disabilities, Report to the Rutgers Disability Research Consortium and N.J. Developmental Disabilities Council, March 1999. By Douglas Kruse, Lisa Schur, Kay Schriener, and Todd Shields.

Disability and Employment: Characteristics of Employed and Non-employed People with Disabilities, Report to the Office of Policy, U.S. Department of Labor, September 1997. By Douglas Kruse.

Disability, Employment, and Earnings in the Dawn of the Computer Age, Report to the Rutgers Disability Research Consortium and the N.J. Developmental Disabilities Council, October 1995. By Douglas Kruse, Alan Krueger, and Susan Drastal.

ESOPs, Profit Sharing, and Gainsharing in Airlines and High-Technology Industries, Report

to the U.S. Department of Labor, March 1995. By Linda Bell and Douglas Kruse.

Characteristics of Nebraska Migrants: Data from the 1980 Census. Lincoln, NE: Department of Economic Development, State of Nebraska, September 1984.

Equity Capital and Nebraska Small Businesses. Lincoln, NE: Policy Research Office, State of Nebraska, 1984. By F. Gregory Hayden, Douglas Kruse, and Steve Williams.

Nebraska Socioeconomic Indicators. Lincoln, NE: State of Nebraska, May 1984. By Steve Williams and Douglas Kruse.

Working Papers and Manuscripts:

“Motivating Employee-Owners in ESOP Firms: Human Resource Policies and Company Performance,” National Bureau of Economic Research Working Paper Number 10177, January 2004. By Douglas Kruse, Richard Freeman, Joseph Blasi, Robert Buchele, Adria Scharf, Loren Rodgers, and Chris Mackin.

“Monitoring Colleagues at Work: Profit Sharing, Employee Ownership, Broad-based Stock Options and Workplace Performance in the United States,” January 2004. By Richard Freeman, Douglas Kruse, and Joseph Blasi.

“Sharing Ownership via Employee Stock Ownership,” prepared for the Property Rights Regimes, Microeconomic Incentives and Development, Project Meeting sponsored by the World Institute for Development Economics Research and The United Nations University, April 2001. By James Sesil, Douglas Kruse, and Joseph Blasi.

“Broad-based Employee Stock Options in the United States: Company Performance and Characteristics,” September 2001. By James Sesil, Maya Kroumova, Douglas Kruse, and Joseph Blasi.

“Economic Democracy or Just Another Risk for Workers? Reviewing the Evidence on Employee Ownership and Profit Sharing,” presented at Columbia conference “Democracy, Participation, and Development,” May 1999.

“Telecommuting and Home-based Work: Differences by Disability Status,” November 1998. By Douglas Kruse and MaryAnne Hyland.

“Employee Share Ownership and Technical Efficiency in U.S. Publicly-Listed Manufacturing Firms,” April 1999. By Chris Doucialiagos and Douglas Kruse.

“Strategic Human Resource Management and the Incidence of High Performance Work Innovations: The Role of Industry Group Differences and Environmental Uncertainty,” February 1999. By Joseph Blasi and Douglas Kruse.

“Pay Patterns in High Performance Work Systems,” July 1999. By Joseph Blasi and Douglas Kruse.

“Labor Market Effects of Spinal Cord Injuries in the Dawn of the Computer Age,” National Bureau of Economic Research Working Paper No. 5302, October 1995. By Alan Krueger and Douglas Kruse.

Current research:

“Shared Capitalism,” with Richard Freeman, Joseph Blasi, and Chris Mackin. We are doing intensive case studies of 14 U.S. companies with various forms of employee ownership, stock options, and profit sharing, and will then do a survey of 2500 American workers regarding attitudes toward and experience with employee ownership and profit sharing. Results will form the basis of a conference, several articles, and a book.

“Survival and Growth of Private ESOP Firms,” with Joseph Blasi. We are using 1983-99 longitudinal Dun & Bradstreet data for 3010 firms to investigate the relative survival and growth patterns of ESOP vs. non-ESOP firms.

“Broad-based Employee Stock Option Plans,” with Jim Sesil, Maya Kroumova, and Joseph Blasi. We are analyzing data on 500 companies with stock option plans covering non-managerial personnel. Performance data from Compustat have been matched to survey data from the National Center for Employee Ownership. A series of papers will focus on productivity levels and growth, and sales and employment growth, and union/non-union differences.

Grants:

Design of Disability Questions for Current Population Survey: Principal investigator for \$100,000 grant from Presidential Task Force on Employment of Adults with Disabilities, August 2001-December 2002. I worked with the Bureau of Labor Statistics, under a Presidential Executive Order, to design disability questions for the monthly population survey of the federal government.

Shared Capitalism: Co-investigator with Richard Freeman, Joseph Blasi, and Chris Mackin for \$650,000 grant from Russell Sage Foundation and Rockefeller Foundation, September 2000-September 2003. We are doing intensive case studies of 14 U.S. companies with various forms of employee ownership, stock options, and profit sharing, and will then do a survey of 2500 American workers regarding attitudes toward and experience with employee ownership and profit sharing.

Disability Research Institute: Co-investigator for 5-year cooperative agreement with Social Security Administration to do research on employment and disability income among people with disabilities.

Empowerment Through Civic Participation: A Study of the Political Behavior of Citizens with Disabilities: Co-investigator for \$20,000 grant from National Institute on Disability and Rehabilitation Research, and \$25,000 grant from Presidential Task Force on Employment of Adults with Disabilities, for national survey after November, 2000 elections. This follows up our November, 1998 survey of 1240 people—700 with and 540 without disabilities—which was funded by a \$49,500 grant from the Rutgers Disability Research Consortium. The project, done with collaborators Lisa Schur (Rutgers), Kay Schriener, and Todd Shields (U. of Arkansas), compared people with and without disabilities in levels and determinants of voter turnout and other forms of political participation.

Survival and Growth of Private ESOP Firms: Co-investigator with Joseph Blasi for \$20,000 grant from ESOP Foundation, National Center for Employee Ownership, and Foundation for Enterprise Development, May, 2000-December, 2000. This project uses 1983-99 longitudinal Dun & Bradstreet data for 3010 firms to investigate the relative survival and growth patterns of ESOP vs. non-ESOP firms.

Disability and Employment: Principal investigator for \$25,000 grant from U.S. Department of Labor, 1997. I analyzed Survey of Income and Program Participation dataset to construct baseline information for evaluating likely impacts of policy proposals to encourage employment among people with disabilities. The report provides portraits of employed and non-employed people with disabilities, and comparisons to the general population, with respect to demographic characteristics, personal and household income sources and amounts, health care insurance and utilization, and employment characteristics of the employed.

Disability, Employment, and Computer Use: Co-investigator, with Alan Krueger of Princeton University, for \$100,000 grant from Rutgers Disability Research Consortium and Princeton Industrial Relations Section. Analyzed employment patterns among mobility-impaired individuals, and the extent to which computer technologies have affected the employability and earnings power of such individuals.

ESOPs, Profit Sharing, and Gainsharing in Airlines and High-Technology Industries: Co-investigator, with Linda Bell of Haverford College, for \$25,000 grant from U.S. Department of Labor to collect and analyze survey data from publicly-held firms in airlines and high-technology industries, 1995.

The Productivity and Stability Theories of Profit Sharing: Principal investigator for \$47,000 grant from W.E. Upjohn Institute for Employment Research to study profit sharing in publicly-held companies. Published in Upjohn book in 1993.

Presentations:

“Motivating Employee-Owners in ESOP Firms: Human Resource Policies and Company Performance,” Industrial Relations Research Association, January 2003.

- “Non-standard Work Arrangements and Disability Income,” Disability Research Institute, Washington, D.C., June 5-6, 2002. With Lisa Schur.
- “Research Evidence on Prevalence and Effects of Employee Ownership,” National Bureau of Economic Research, Cambridge, MA, April 12, 2002.
- “Changes in the Workforce: Trends and Implications for Employment Law and Collective Bargaining,” Industrial Relations Research Association, New Jersey chapter, April 1, 2002. With Lisa Schur.
- “Does the Definition Affect the Outcome? Employment Trends Under Alternative Measures of Disability,” Employment & Disability Policy Institute sponsored by Cornell University, Washington, D.C., October 2001.
- “Non-standard Work Arrangements and Disability Income,” Disability Research Institute, University of Illinois at Urbana-Champaign, April 26, 2001.
- “Comments on 'The Economic and Social Impacts of Telework',” Conference on Telework, U.S. Department of Labor, New Orleans, LA, October 2000.
- “Telecommuting and Home-based Work: Differences by Disability Status,” Cornell Summer Institute on Disability and Employment Policy, Ithaca, NY, July 2000.
- “Disability and Voter Turnout,” presented to President's Committee on Employment of People with Disabilities, Subcommittee on Employee Disability Concerns, Washington, D.C., January 2000.
- “Employment and Participation Among People with Disabilities,” presented to European Union High Level Group on Disability, Washington, D.C., October 1999.
- “Polling Place Accessibility for People with Disabilities,” National Task Force on Elections Accessibility, Washington, D.C., June 1999, with Lisa Schur.
- “Telecommuting and Home-based Work: Differences by Disability Status,” Society for Disability Studies, Washington, D.C., May 1999.
- “Economic Democracy or Just Another Risk for Workers? Reviewing the Evidence on Employee Ownership and Profit Sharing,” Conference on Democracy, Participation, and Development, Columbia, NY, April 1999.
- “Telecommuting and Home-based Work: Differences by Disability Status,” President's Committee on Employment of People with Disabilities, Washington, D.C., January 1999.
- “The New Employee/Employer Relationship,” Aspen Institute's Domestic Strategy Group, Aspen, Colorado, July 1998.

- “The Wealth and Income Consequences of Employee Ownership,” paper by Peter Kardas et al., presented at NBER conference “Shared Capitalism: Mapping the Research Agenda,” Washington, D.C., May 1998.
- “Is Employee Ownership an Unstable Form? Or a Stabilizing Force?” MIT-Brookings Conference on Corporations and Human Capital, Dedham, MA, January, 1998.
- “Employment Policies for the 21st Century,” Social Security Administration conference on “Employment Post the Americans with Disabilities Act,” Washington, D.C., November 1997.
- “What Affects Voter Turnout? Lessons from Citizens with Disabilities,” Society for Disability Studies, Minneapolis, MN, May 1997, with Lisa Schur.
- “Profit Sharing and the Demand for Low-Skill Workers,” Federal Reserve Bank of Dallas, April 1997.
- “The Role of Computer Skills in Employment and Earnings Following a Spinal Cord Injury,” Conference on Technology and Persons with Disability, California State University-Northridge, Los Angeles, CA, March 1997.
- “What Affects Voter Turnout? Lessons from Citizens with Disabilities,” Southern Political Science Association, Atlanta, GA, November 1996, with Lisa Schur.
- “Disability, Employment, and Computer Use,” American Spinal Injury Association, Seattle, WA, April 1996.
- “Labor Market Effects of Spinal Cord Injuries in the Dawn of the Computer Age,” Dept. of Economics, University of Maryland, Towson, MD, April 1996.
- “Profit Sharing and Employee Ownership: Review of the Issues and Research,” Industrial Relations Research Association, San Francisco, CA, January 1996.
- “Profit Sharing, Employee Ownership, and Corporate Governance,” Seminar on Corporate Governance, Columbia University Law School, November 1995.
- “Labor Market Effects of Spinal Cord Injuries in the Dawn of the Computer Age,” National Bureau of Economic Research, Cambridge, MA, July 1995.
- “Employee Ownership and Profit Sharing in the U.S. and Europe,” Chinese State Commission for Restructuring the Economic System, New York, NY, July 1995.
- “Profit Sharing and the Demand for Low-Skill Workers,” Demand-Side Strategies for the Low-Wage Labor Market conference, Russell Sage Foundation, New York, NY, June 1995.

- “Profit Sharing and Public Policy,” Association for Evolutionary Economics, New York, NY, January 1994.
- “Does Profit Sharing Affect Productivity?” Dept. of Economics, Columbia University, New York, NY, October 1993.
- “Does Profit Sharing Affect Productivity?” National Bureau of Economic Research, Cambridge, MA, July 1993.
- “Does Profit Sharing Affect Productivity?” Cornell University, Ithaca, NY, May 1993.
- “Does Profit Sharing Affect Productivity?” Eastern Economics Association, Washington, D.C., March 1993.
- “Profit Sharing, Productivity, and Employment Stability,” U.S. Department of Labor, Pension and Welfare Benefits Administration, Washington, D.C., March 1990.
- “Policy Implications of Profit Sharing,” paper delivered at Society for the Advancement of Socio-Economics, Washington D.C., March 1990.
- “Profit Sharing in the 1980's: Disguised Wages or a Fundamentally Different Form of Compensation?” paper delivered at Wage Structure Conference, Federal Reserve Bank of Cleveland, November 1989.
- “Profit Sharing and Productivity” (with Martin Weitzman), paper delivered at Brookings Institution conference on worker compensation and productivity, Washington, D.C., March 1989.
- “The Economic Implications of Employment Rights and Practices in the United States,” paper delivered at AEA/ACES Annual Meeting, New York, December 1988.
- “Small Business Financing: A Survey of the Experiences and Attitudes of Nebraska Small Business Owners,” with F. Gregory Hayden and Steven Williams, Small Business Institute Directors Association, February 1984, Denver, Colorado.
- “The Effect of Employee Ownership on Desires for Participation,” Western Social Science Association, April 1982, Denver, Colorado.

Service to profession:

Member, Board of Reviewers, Industrial Relations, 1993-present.

Recognized by Industrial and Labor Relations Review as one of its “most productive reviewers” over the 1995-99 period.

Referee for

Academy of Management Journal
American Economic Review
American Journal of Industrial Medicine
British Journal of Industrial Relations
Canadian Journal of Economics
Comparative Economic Studies
The Economic Journal
Human Resource Management
Industrial and Labor Relations Review
Industrial Relations
Journal of Comparative Economics
Journal of Disability Policy Studies
Journal of Economics and Business
Journal of Economic Behavior and Organization
Journal of Economic Issues
Journal of Labor Economics
The Milbank Quarterly
Policy Studies Journal
Quarterly Journal of Economics
Review of Economics and Statistics
Social Science Quarterly

Service to government:

Member of President's Committee on Employment of People with Disabilities,
Subcommittee on Employment Disability Concerns, 1998-2000.

Member of State Rehabilitation Advisory Council, New Jersey Division of Vocational
Rehabilitation, 1999-present.

Consultant on designing Behavioral Risk Factor Surveillance System questions to identify
environmental barriers facing people with disabilities, conducted by Craig Hospital
(Denver, CO) with funding by Centers for Disease Control, 1998.

Consultant on designing and writing vocational rehabilitation book about labor market
prospects for people with disabilities, Rehabilitation Services Administration, 1998-
99.

Data prepared at request of Joint Economic Committee of the U.S. Congress, on employer
stock and 401(k) plans, August 1998.

Report prepared for U.S. Department of Labor, Office of Policy, Disability and
Employment: Characteristics of Employed and Non-employed People with
Disabilities, September 1997.

Report prepared for U.S. Department of Labor, Office of the American Workplace,
ESOPs, Profit Sharing, and Gainsharing in Airlines and High-Technology Industries,
with Linda Bell, 1995.

Referee for National Science Foundation grant proposals, 1995, 1999.

Testimony before the Subcommittee on Employer-Employee Relations, Committee on
Education and the Workforce, U.S. House of Representatives, concerning employee
ownership and retirement security, February 13, 2002.

Testimony before U.S. House of Representatives Committee on Small Business,
Subcommittee on Regulation, Business Opportunities, and Technology (Ron Wyden,
Chair), concerning bill to provide incentives for profit-sharing and gainsharing plans,
July 15, 1994.

Testimony before U.S. House of Representatives Committee on Banking, Finance, and
Urban Affairs, Subcommittee on Economic Stabilization (Charles Schumer, Chair),
concerning “The National Entrepreneurship Act,” May 15, 1984.

Service to Rutgers University:

Advisory Committee on Instructional Computing member (2001-present)

University Research Council member (1998-present)

Faculty mentoring committee member for Saul Rubinstein (1996-2002), Stan Gully, (2000-
present), Ryan Smith (1995-2000), Marlene Kim (1993-1999), Barbara Rau (1995-
1997), and Kirsten Wever (1997-1999).

Dissertation committee chair for Eric Schulz (1997)

Dissertation committee member for Michael Zigarelli (1995), James Gasaway (1999), Maya
Kroumova (1999), Douglas Mahony (2001), Haejin Kim (2003), and Sean Way
(2004).

Master's thesis committee chair for Sean Way (2001) and Rhokeun Park (2003)

Ph.D. Policy Committee, School of Management and Labor Relations (1995-1998, 2000-
present)

Library Committee, School of Management and Labor Relations (1988-1993, 1997-1998)

Admissions Committee (1989-1990, 1991-1992)

Health and Safety Committee, School of Management and Labor Relations (1989-1990)

Several faculty recruitment committees (1991-present)

Affiliations:

American Economic Association

Association for Comparative Economic Studies

Association for Evolutionary Economics

Industrial Relations Research Association

Royal Economic Society

Society for Disability Studies