

## CURRICULUM VITAE

Douglas L. Kruse

### ADDRESSES:

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:

Senior Economist, Council of Economic Advisers, Executive Office of the President,  
Washington, D.C., September 2013-August 2014.

Distinguished Professor, July 2014-present; Professor, July 2000-June 2014; Associate  
Professor, July 1994-June 2000; Assistant Professor, July 1988-June 1994; Dept. of  
Human Resource Management, School of Management and Labor Relations, Rutgers  
University. Member of the Graduate Faculties in Economics, Labor and Employment  
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, September 1995-present, Faculty Research Fellow, September 1990-August 1995.

Editor, British Journal of Industrial Relations, January 2011-present.

Industrial Relations, Board of Reviewers, September 1993-September 2004.

Director, Program for Disability Research, School of Management and Labor Relations, Rutgers University, January 2005-present.

Director, Ph.D. Program in Industrial Relations and Human Resources, School of Management and Labor Relations, Rutgers University July 2007-June 2013.

President's Committee on Employment of People with Disabilities, Subcommittee on Employment Disability Concerns (Washington, D.C.), January 1998-December 2000.

New Jersey State Rehabilitation Council, October 1999-June 2013.

BOOKS:

How Did Employee Ownership Firms Weather the Past Two Recessions? (tentative title). Kalamazoo, MI: W.E. Upjohn Institute for Employment Research, forthcoming 2016. By Fidan Kurtulus and Douglas Kruse.

Sharing Ownership, Profits, and Decision-making in the 21<sup>st</sup> Century, Volume 14 in the series "Advances in the Economic Analysis of Participatory and Labor-managed Firms." Bingley, UK: Emerald Publishing, 2013. Edited by Douglas Kruse.

People with Disabilities: Sidelined or Mainstreamed? Cambridge, England: Cambridge University Press, 2013. By Lisa Schur, Douglas Kruse, and Peter Blanck.

Reviewed in British Journal of Industrial Relations, Industrial and Labor Relations Review, and Journal of Occupational Rehabilitation.

The Citizen's Share: Putting Ownership Back Into Democracy. New Haven, CN: Yale University Press, 2013. By Joseph Blasi, Richard Freeman, and Douglas Kruse.

Reviewed in Administrative Science Quarterly, Journal of American History, and

Contemporary Sociology.

Shared Capitalism at Work: Employee Ownership, Profit Sharing, Gainsharing, and Broad-based Stock Options. Chicago: University of Chicago Press, 2010. Edited by Douglas Kruse, Richard Freeman, and Joseph Blasi.

Reviewed in Industrial and Labor Relations Review and Economic Record.

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.

Reviewed in Academy of Management Perspectives, Library Journal, and Journal of Moral Education.

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.

## PUBLISHED ARTICLES AND CHAPTERS:

### Disability

“Are Workers with Disabilities More Likely to be Displaced?” Forthcoming 2016 at International Journal of Human Resource Management. By Sophie Mitra and Douglas Kruse.

“Disability and Election Policies and Practices,” in Barry C. Burden & Charles Stewart, eds., The Measure of American Elections. Cambridge, England: Cambridge University Press, 2014. By Lisa Schur and Douglas Kruse.

- “Accommodating Workers with and Without Disabilities,” Human Resource Management, Vol. 53, No. 4, July/August 2014, pp. 593-621. By Lisa Schur, Lisa Nishii, Meera Adya, Douglas Kruse, Susanne Bruyere, and Peter Blanck.
- “Assessing Voting Competence and Political Knowledge: Comparing Individuals with Traumatic Brain Injuries and ‘Average’ College Students,” Election Law Journal, Vol. 11, No. 2, 2012, pp. 52-69. By Jessica N. Link, Martha Kropf, Mark Alexander Hirsch, Flora M. Hammond, Jason Karlawish, Lisa Schur, Douglas Kruse, Christine S. Davis.
- “Projecting Potential Demand for Workers with Disabilities,” Monthly Labor Review, Vol. 133, No. 10, October 2010. By Douglas Kruse, Lisa Schur, and Mohammed Ali.
- “Is Disability Disabling in All Workplaces? Workplace Disparities and Corporate Culture,” Industrial Relations, Vol. 48, No. 3, July 2009, pp. 381-410. By Lisa Schur, Douglas Kruse, Joseph Blasi, and Peter Blanck.
- “Corporate Culture and the Employment of People with Disabilities,” Behavioral Sciences and the Law, Vol. 23, 2005, pp. 3-20. By Lisa Schur, Douglas Kruse, and Peter Blanck.
- “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.
- “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.
- “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.
- “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.
- “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.

“Persons with Disabilities: Demographic, Income, and Health Care Characteristics,” Monthly Labor Review, Vol. 121, No. 9, September 1998, pp. 13-22. By Douglas Kruse.

“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.

“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.

### Employee Ownership, Profit Sharing, and Stock Options

“Shared Capitalism in the U.S.: Evaluation and Future Policies.” In Jonathan Michie, Joseph Blasi, and Carlo Borzaga, eds., Oxford Handbook on Cooperatives and Mutuals. Oxford: Oxford University Press, forthcoming 2016. By Joseph R. Blasi and Douglas L. Kruse

“An American Historical Perspective on Employee Ownership.” In Jonathan Michie, Joseph Blasi, and Carlo Borzaga, eds., Oxford Handbook on Cooperatives and Mutuals. Oxford: Oxford University Press, forthcoming 2016. By Joseph R. Blasi and Douglas L. Kruse.

“What does the U.S. Research Show about Worker Ownership?” In Jonathan Michie, Joseph Blasi, and Carlo Borzaga, eds., Oxford Handbook on Cooperatives and Mutuals. Oxford: Oxford University Press, forthcoming 2016. By Joseph R. Blasi, Richard Freeman, and Douglas L. Kruse

“Anti-shirking effects of group incentives and human-capital-enhancing HR practices.” Advances in the Economic Analysis of Participatory and Labor-Managed Firms, 16: 199-221, forthcoming 2015. By Andrea Kim, Kyongji Han, Joseph R. Blasi, and Douglas L. Kruse.

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

“Do Broad-based Employee Ownership, Profit Sharing, and Stock Options Help the Best Firms Do Even Better?” British Journal of Industrial Relations, Vol. 54, No. 1, March 2016, pp. 55-82. By Joseph Blasi, Richard Freeman, and Douglas Kruse.

- “Employee Stock Ownership and Profit Sharing in the New Era of Financialization and Inequality in the Distribution of Capital Income,” in Christian Weller, ed., Inequality, Uncertainty, and Opportunity: The Varied and Growing Role of Finance in Labor Relations. Champaign, IL: Labor and Employment Relations Association, 2015, pp. 225-246. By Joseph Blasi, Richard Freeman, and Douglas Kruse.
- "Involvement work systems and operational effectiveness: Exploring the moderating effect of national power distance." Journal of International Business Studies Vol. 46, No. 3, 2014: 332-354. By Yuan Jiang, Saba Colakoglu, David P. Lepak, Joseph R. Blasi, and Douglas L. Kruse.
- “Group Incentives and Financial Performance: The Moderating Role of Innovation,” Human Resource Management Journal, Vol. 24, No. 1, 2014, 77-94. By Rhokeun Park and Douglas Kruse.
- “Firm Survival and Performance in Privately-held ESOP Companies,” in Douglas Kruse, ed., Sharing Ownership, Profits, and Decision-making in the 21<sup>st</sup> Century, Volume 14 in the series “Advances in the Economic Analysis of Participatory and Labor-managed Firms.” Bingley, UK: Emerald Publishing, 2013. By Joseph Blasi, Douglas Kruse, and Dan Weltmann.
- “Employee share ownership and profit sharing in different institutional contexts,” International Journal of Human Resource Management, Vol. 23, No. 8, 2012 pp. 1513-1518. By Erik Poutsma, Joseph Blasi, and Douglas Kruse.
- “An Empirical Analysis of Risk Preferences, Compensation Risk, and Employee Outcomes,” in Ed Carberry, ed., Employee Ownership and Shared Capitalism: New Directions in Research Ithaca, NY: Cornell University Press, 2011. By Fidan Ana Kurtulus, Douglas L. Kruse, and Joseph R. Blasi.
- “Solidarity and Sharing: Unions and Shared Capitalism,” in Ed Carberry, ed., Employee Ownership and Shared Capitalism: New Directions in Research Ithaca, NY: Cornell University Press, 2011. By John E. McCarthy, Paula Voos, Adrienne.E. Eaton, Douglas L. Kruse, and Joseph R. Blasi.
- “Worker Attitudes Toward Employee Ownership, Profit Sharing, and Variable Pay,” in Advances in the Economic Analysis of Participatory and Self-managed Firms, Volume 12, edited by Jed DeVaro. Bingley, UK: Emerald Publishing, 2011, pp. 143-168. By Fidan Ana Kurtulus, Douglas Kruse, and Joseph Blasi.
- “Employee stock ownership and diversification,” Annals of Operations Research, April 2010, Vol. 176, No. 1, pp. 95-107. By Harry Markowitz, Joseph Blasi, and Douglas Kruse.

- “Employee involvement and group incentives in manufacturing companies: a multi-level analysis,” Human Resource Management Journal, Vol. 20, No. 3, 2010, pp. 227-243. By Rhokeun Park, Eileen Appelbaum, and Douglas Kruse.
- “Shared Capitalism in the U.S. Economy: Prevalence, Characteristics, and Employee Views of Financial Participation in Enterprises,” in Douglas Kruse, Richard Freeman, and Joseph Blasi, eds., Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options (Chicago, IL: University of Chicago Press, 2010, pp. 41-76). By Douglas Kruse, Joseph Blasi, and Rhokeun Park.
- “Worker Responses to Shirking under Shared Capitalism,” in Douglas Kruse, Richard Freeman, and Joseph Blasi, eds., Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options (Chicago, IL: University of Chicago Press, 2010, pp. 77-104). By Richard Freeman, Douglas Kruse and Joseph Blasi.
- “Risk and Lack of Diversification Under Employee Ownership and Shared Capitalism,” in Douglas Kruse, Richard Freeman, and Joseph Blasi, eds., Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options (Chicago, IL: University of Chicago Press, 2010, pp. 105-138). By Joseph Blasi, Douglas Kruse, and Harry Markowitz.
- “Creating a Bigger Pie? The Effects of Employee Ownership, Profit Sharing, and Stock Options on Workplace Performance,” in Douglas Kruse, Richard Freeman, and Joseph Blasi, eds., Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options (Chicago, IL: University of Chicago Press, 2010, pp. 139-166). By Joseph Blasi, Richard Freeman, Chris Mackin, and Douglas Kruse.
- “Who Has a Better Idea? Innovation, Shared Capitalism, and HR Policies,” in Douglas Kruse, Richard Freeman, and Joseph Blasi, eds., Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options (Chicago, IL: University of Chicago Press, 2010, pp. 225-256). By Erika Harden, Douglas Kruse, and Joseph Blasi.
- “Do Workers Gain by Sharing? Employee Outcomes Under Employee Ownership, Profit Sharing, and Broad-based Stock Options,” in Douglas Kruse, Richard Freeman, and Joseph Blasi, eds., Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options (Chicago, IL: University of Chicago Press, 2010, pp. 257-290). By Douglas Kruse, Richard Freeman, and Joseph Blasi.
- “Show Me the Money: Does Shared Capitalism Share the Wealth?” in Douglas Kruse, Richard Freeman, and Joseph Blasi, eds., Shared Capitalism at Work: Employee Ownership, Profit and Gain Sharing, and Broad-based Stock Options (Chicago, IL: University of Chicago Press, 2010, pp. 351-376). By Robert Buchele, Douglas Kruse, Loren Rodgers, and Adria Scharf.



- “Labor Practices and Outcomes Across Countries: Analysis of a Single Multinational Firm,” in International Differences in the Business Practices and Productivity of Firms, edited by Richard Freeman and Kathryn Shaw. Chicago: University of Chicago Press, 2009, pp. 105-136. By Richard Freeman, Douglas Kruse, and Joseph Blasi.
- “The Same Yet Different: Worker Reports on Labor Practices and Outcomes in a Single Firm Across Countries,” Labour Economics, August 2008, Vol. 15, No. 4, pp. 750-71. By Richard Freeman, Douglas Kruse, and Joseph Blasi.
- “Broad-based Employee Stock Options in the United States: Company Performance and Characteristics,” Management Revue, Vol. 18, No. 2, 2007, pp. 5-22. By James Sesil, Maya Kroumova, Douglas Kruse, and Joseph Blasi.
- “The Changing Nature of Worker Ownership, Stock Options, and Profit Sharing in Corporate America,” in The New American Workplace, edited by Edward Lawler and James O'Toole. Palgrave Macmillan Publishers, 2006. By Joseph Blasi, Douglas Kruse, and Richard Freeman.
- "Are Diversification and Employee Ownership Incompatible?" The Journal of Employee Ownership Law and Finance, Vol. 18, No. 4, Fall 2006. By Joseph Blasi and Douglas Kruse.
- "Employee Ownership in the 2002 General Social Survey," The Journal of Employee Ownership Law and Finance, Vol. 18, No. 3, Summer 2006. By Joseph Blasi and Douglas Kruse.
- “The Political Economy of Employee Ownership in the United States: From Economic Democracy to Industrial Democracy?” International Review of Sociology, January 2006. By Joseph Blasi and Douglas Kruse.
- “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, 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, 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, 2004, 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, 2004, pp. 178-181. By Joseph Blasi and Douglas Kruse.
- “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.
- “Motivating Employee Owners in ESOP Firms: Human Resource Policies and Company Performance,” Proceedings of the 55<sup>th</sup> 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.
- “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.
- “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.
- “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.
- “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.
- “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.
- “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.
- “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.

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

Reprinted in Basque journal Ekonomiaz: Revista Vasca de Economia, 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.

“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).

“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.

#### Other topics

“Worksite Segregation and Performance-Related Attitudes,” Work and Occupations, February 2010; vol. 37, No. 1, pp. 45-72. By Niki Dickerson, Lisa Schur, Douglas Kruse, and Joseph Blasi.

“High Performance Work Practices at Century's End: Incidence, Diffusion, Industry Group Differences and the Economic Environment,” Industrial Relations, Vol. 45, No. 4, October 2006, pp. 547-578. 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 21<sup>st</sup> 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.

“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.
- “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.
- “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.
- “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 MISCELLANY:

- “Foreword,” Institutional Analysis and Praxis: The Social Fabric Matrix Approach, Tara Natarajan, Wolfram Elsner, and Scott Fullwiler, eds. (New York: Springer, 2009), pp. vii-viii.
- “Commentary on ‘The Economic and Social Impacts of Telework’ by Sean Doherty et al.,” Telework: The New Workplace of the 21<sup>st</sup> 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:

Disability, Voter Turnout, and Voting Difficulties in the 2012 Elections, report submitted to the U.S. Election Assistance Commission, June 2013. By Lisa Schur, Meera Adya, and Douglas Kruse.

Inclusive Capitalism for the American Workforce: Reaping the Rewards of Economic Growth through Broad-based Employee Ownership and Profit Sharing. Center for American Progress, March 2011. By Richard B. Freeman, Joseph R. Blasi, and Douglas L. Kruse.

Shared Capitalism, Employee Attitudes, and Company Outcomes: An Analysis of the Great Place to Work Dataset, 2006-2008, submitted to the Sloan Foundation, December 2009. By Joseph Blasi, Douglas Kruse, and Richard Freeman.

Employment of People with Disabilities: Report to the National Council on Disability, May 2007. By Douglas Kruse (Principal Investigator) with James Schmeling, Meera Adya, Carol Harvey, Todd Honeycutt, William Myhill, Cynthia Smith, M.A., Michael Morris, and Peter Blanck.

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 CURRENT RESEARCH:

"The Disability Employment Puzzle: A Field Experiment on Employer Hiring Behavior."



By Mason Ameri, Lisa Schur, Meera Adya, Scott Bentley, Patrick McKay, Douglas Kruse. Working Paper No. 21560, National Bureau of Economic Research, Cambridge, MA, September, 2015.

“Why Do Workers with Disabilities Earn Less? Occupational Ability Requirements and Disability Discrimination.” By Douglas Kruse, Lisa Schur, Sean Rogers, Mason Ameri.

“Broad-based Worker Ownership and Profit Sharing: Can These Ideas Work in the Entire Economy?” By Joseph R. Blasi and Douglas L. Kruse.

“Does Shared Capitalism Help the Best Firms Do Even Better?” May 2011. By Douglas Kruse, Joseph Blasi, and Richard Freeman.

“Disability and Worker Displacement,” March 2011. By Sophie Mitra and Douglas Kruse.

“Show Me the Money: Does Shared Capitalism Share the Wealth?” NBER Working Paper 14830, April 2009. By Robert Buchele, Douglas Kruse, Loren Rodgers, and Adria Scharf.

“Shared Capitalism in the U.S. Economy: Prevalence, Characteristics, and Employee Views of Financial Participation in Enterprises,” NBER Working Paper 14225, August 2008. By Douglas Kruse, Joseph Blasi, and Rhokeun Park.

“Who Has a Better Idea? Innovation, Shared Capitalism, and HR Policies,” NBER Working Paper 14234, August 2008. By Erika Harden, Douglas Kruse, and Joseph Blasi.

“Creating a Bigger Pie? The Effects of Employee Ownership, Profit Sharing, and Stock Options on Workplace Performance,” NBER Working Paper 14230, August 2008. By Joseph Blasi, Richard Freeman, Chris Mackin, and Douglas Kruse.

“Do Workers Gain by Sharing? Employee Outcomes Under Employee Ownership, Profit Sharing, and Broad-based Stock Options,” NBER Working Paper 14233, August 2008. By Douglas Kruse, Richard Freeman, and Joseph Blasi.

“Worker Responses to Shirking under Shared Capitalism,” NBER Working Paper 14227, August 2008. By Richard Freeman, Douglas Kruse and Joseph Blasi.

“Risk and Lack of Diversification Under Employee Ownership and Shared Capitalism,” NBER Working Paper 14229, August 2008. By Joseph Blasi, Douglas Kruse, and Harry Markowitz.

“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.

“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.

“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.

#### GRANTS:

Employee Ownership and Employment Stability. Co-PI with Fidan Kurtulus for \$40,000 grant from W.E. Upjohn Institute for Employment Research, 2012-2014. We are examining public employee ownership firms over the 1999-2011 period, analyzing their employment stability and survival during the two recessions. Kruse’s share of effort is 50%. The results will be published in a book in 2014.

Disability Discrimination and Job Requirements. Co-PI for \$200,000 grant from Employment Policy Rehabilitation Research and Training Center, based at University of New Hampshire and funded by National Institute on Disability and Rehabilitation Research, 2010-2015. This project matches data on disability earnings gaps by occupation to data on occupational job tasks and ability requirements, examining whether disability earnings gaps are limited to occupations in which an impairment should limit productivity, or instead also exist in occupations where impairments do not limit productivity, which would support the idea that discrimination is at work.

Organizational Practices and Disability. Co-investigator for \$500,000 grant from the Office of Disability Employment Policy, U.S. Department of Labor, 2006-2007. A consortium of Rutgers, Cornell, and Syracuse researchers worked with three other research partners and six companies to study how corporate policies and practices, and manager and co-worker attitudes, can limit or facilitate employment opportunities for people with disabilities. The researchers developed case study standards and methodology, and then applied them in six case studies. The information from the case studies will provide lessons about what works in diverse settings, helping companies develop "best practices" for employing people with disabilities and providing a platform for ongoing benchmarking and self-evaluation.

Disability and Demand-side Employment Placement Models. Co-investigator for \$2.5 million grant in collaboration with Syracuse University and the University of Illinois, 2006-2011, from the National Institute on Disability and Rehabilitation Research, U.S. Dept. of Education. This establishes a 5-year center to study factors affecting employer demand for people with disabilities. The Rutgers projects include studies on contingent work, worker displacement, and 10-year projections of demand for specific

abilities.

Desired and Actual Work Arrangements Among People with Disabilities. Principal investigator for \$51,350 in grants for putting disability questions on the 2006 General Social Survey. In combination with two work modules (the Work Orientation module and the Quality of Work Life module), these data provide the first representative estimates of desired work arrangements among both employed and non-employed people with disabilities, and the attitudes and experiences of employed people with disabilities.

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-December 2006. We did case studies of 14 U.S. companies with various forms of employee ownership, stock options, and profit sharing, with surveys from 41,000 employees. For nationally-representative data, we sponsored questions on the 2002 and 2006 General Social Surveys regarding attitudes toward and experience with employee ownership and profit sharing. Results will form the basis of a conference, several articles, and a book.

Design of Disability Questions for Current Population Survey: Principal investigator for \$102,500 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.

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. One project with Lisa Schur, funded by a \$54,000 grant, analyzed the prevalence and trends of alternative work arrangements among people with disabilities over the 1992-2000 period, and legal issues facing workers with disabilities in such arrangements.

Empowerment Through Civic Participation: A Study of the Political Behavior of Citizens with Disabilities: Co-investigator for \$102,500 in grants from the New Jersey Developmental Disabilities Council, National Institute on Disability and Rehabilitation Research, Presidential Task Force on Employment of Adults with Disabilities, and Rutgers School of Management and Labor Relations for national surveys following the November 1998 and 2000 elections. The 2000 survey had 1000 respondents and the 1998 survey had 1240 respondents, with 500 respondents with disabilities in 2000 and 700 respondents with disabilities in 1998. 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. We 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:

"The Disability Employment Puzzle: A Field Experiment on Employer Hiring Behavior," World Bank, January 13, 2016, with Mason Ameri and Lisa Schur.

"The Impact of Employee Stock Ownership and Profit Sharing for Low Income Families: The Rutgers University Kellogg Foundation Research Project," Kelso Workshop, Rutgers University, January 11, 2016.

"The Disability Employment Puzzle: A Field Experiment on Employer Hiring Behavior," NBER Summer Institute on Law and Economics, July, 2015, with Mason Ameri and Lisa Schur.

"How Did Employee Ownership Firms Weather the Last Two Recessions? Employee Ownership and Employment Stability in the U.S.: 1999-2010," Beyster Symposium, University of California-San Diego, January 2015, with Fidan Kurtulus.

- “Survey Results on Polling Place Accessibility in the 2012 Elections,” U.S. Election Assistance Commission, Washington, D.C., May 9, 2013
- “Differentiating the Truly Great Place to Work Companies From the Good Companies,” Beyster Mid-year Fellows Workshop, Rutgers University, February 2013.
- “Shared Capitalism,” Keynote Address, International Association for the Economic of Participation, Paris, France, July 2010.
- “The Effects of Accommodations on the Employment of People with Disabilities,” Jacobus ten Broek Symposium, National Federation of the Blind, Baltimore, MD, April 15, 2011.
- “Research Overview for Discussion of CPS Disability Supplement,” U.S. Bureau of Labor Statistics, Washington, D.C., October 19, 2010
- “Does Shared Capitalism Help the Best Firms Do Even Better?” Centre for Economic Performance, London School of Economics, May 26, 2011.
- “Shared Capitalism, Corporate Culture, and Performance,” Beyster Institute, University of California-San Diego, July 2009.
- “Disability at Work: Job Characteristics and Attitudes of Employees with Disabilities,” Labor and Employment Relations Association annual conference, San Francisco, CA, January 2009.
- “Disability and Employment: Building a Research Agenda,” Interagency Committee on Disability Research, Subcommittee on Employment, Washington, D.C., June 2008.
- “Shared Capitalism Research Project,” Organizational Dynamics, University of Pennsylvania, May 2008.
- “Building Inclusive Organizations for Employees with Disabilities,” School of Management and Labor Relations, Rutgers University, May 2008.
- “Disability and Voter Turnout,” University of North Carolina-Charlotte and Carolinas Rehabilitation Center, April 2008. With Lisa Schur.
- “Worker Responses to Shirking,” M.I.T. Sloan School of Management, November 2007. With Richard Freeman and Joseph Blasi.
- “Corporate Culture and the Experiences of Employees with Disabilities,” Society of Industrial and Organizational Psychology, Dallas, TX, May 2006. With Lisa Schur.

- “Shared Capitalism in the U.S. Economy: Prevalence, Characteristics, and Employee Views of Financial Participation in Enterprises,” NBER/Russell Sage Conference on Shared Capitalism, New York, NY, October 2006.
- “Do Workers Gain by Sharing? Employee Outcomes Under Employee Ownership, Profit Sharing, and Broad-based Stock Options,” NBER/Russell Sage Conference on Shared Capitalism, New York, NY, October 2006.
- “Risk: Is It Economic Democracy, or Just Another Risk for Workers? Employee Attitudes Toward Risk-Sharing and Financial Participation in Company Rewards,” October 2006.
- “Motivating Employee-Owners in ESOP Firms: Human Resource Policies and Company Performance,” Industrial Relations Research Association, January 2004.
- “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 21<sup>st</sup> 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:

Editor, British Journal of Industrial Relations, January 2011-July 2013.

Member, Board of Reviewers, Industrial Relations, 1993-2004.

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 State Rehabilitation Advisory Council, New Jersey Division of Vocational Rehabilitation, 1999-2013.

Report prepared for National Council on Disability, Employment of People with Disabilities, May 2007.

Member of Advisory Committee for the Disability Statistics Center, Cornell University, 2004-2009.

Member of Blue Ribbon Expert Advisory Panel for the ADA Impact Study, funded by the National Council on Disability, 2004-2005.

Member of Advisory Committee for the Rehabilitation Research and Training Center for Economic Research on Employment Policy for Persons with Disabilities, Cornell University, 1998-2004.

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

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:

Director, Ph.D. Program in Industrial Relations and Human Resources, School of Management and Labor Relations, Rutgers University (July 2007-June 2013)  
New Brunswick Faculty Council representative (2014-present)  
Advisory Committee on Instructional Computing member (2001-2005)  
University Research Council member (1998-2012)  
Faculty mentoring committee member for Janice Fine (2007-2012), Saul Rubinstein (1996-2002), Stan Gully, (2000-2005), Ryan Smith (1995-2000), Marlene Kim (1993-1999), Barbara Rau (1995-1997), and Kirsten Wever (1997-1999).  
Dissertation committee chair for Eric Schulz (1997), Rhokeun Park (2007), and Andrea Kim (2013)  
Dissertation committee member for Michael Zigarelli (1995), James Gasaway (1999), Maya Kroumova (1999), Douglas Mahony (2001), Haejin Kim (2003), Sean Way (2004), and Saba Colakoglu (2008).  
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, 2000-2005)  
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  
Labor and Employment Relations Association  
Royal Economic Society  
Society for Disability Studies