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Affiliated Professor, Law School; Affiliated Professor, Center for the Study of Political Psychology; Member,  
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### Education

1981 Ph.D., Economics, State University of New York at Stony Brook (M.A. 1978)  
1977 Fulfilled all requirements for M.A. in Economics except for thesis, Hebrew University, Jerusalem  
1975 B.A., Economics and Philosophy, Ben-Gurion/Hebrew University, Beer-Sheba

### Research Interests

Technology effects on organizational structure, behavior and performance; comparative study of organizations; nonprofit organizations; employee ownership and cooperatives; behavioral and experimental economics; preferences and individual behavior; diversity; teams; physical activity and performance

### Academic Positions

2013-18 Academic Director, MA Program in Human Resources and Industrial Relations, Carlson School of Management, University of Minnesota  
1988- Professor (Associate Professor 1988-1993), Carlson School of Management, University of Minnesota  
2007-9 Visiting Professor (short term), Economics Department, Central European University (Budapest)  
2006-10 Director of Graduate Studies (Ph.D.), Department of Human Resources and Industrial Relations  
1997-06 Director, Industrial Relations Center, and Chair, Department of Human Resources and Industrial Relations, Carlson School of Management, University of Minnesota-Twin Cities  
1994 Visiting Professor, Departments of Economics and of Labor Studies, Tel-Aviv University  
1993-4 Visiting Professor, Economics Department and Institution for Social and Policy Studies, Yale University  
1991 Visiting Scholar (Fall semester) Center for Urban Affairs and Policy Research, Northwestern U.  
1986-8 Assistant Professor, W. Averell Harriman School for Management and Policy, and Department of Economics, State University of New York at Stony Brook  
1983-6 Lecturer (Assistant Professor), Department of Economics, University of Haifa  
1985 Summer Academic Visitor, Centre for Labour Economics, London School of Economics  
1984 Summer Research Fellow, Southampton Economic Research Unit, University of Southampton  
1981-3 Visiting Assistant Professor, Department of Economics, University of California, Davis  
1985-6 Visiting Assistant Professor, Department of Economics, University of California, Davis  
1980-1 Research Associate, Program on Non-Profit Organizations, Institution for Social and Policy Studies, and Lecturer, Department of Economics, Yale University  
**International teaching:** Warsaw School of Economics, 1992, University of Lyon 2, 2002, Kyung Hee University (Seoul), 2008 & 2013, School of Inspired Leadership (Gurgaon-Delhi), 2009, Cheung Kong Graduate School of Business (Beijing), 2011

**Summer doctoral school:** University of Trento, Behavioral and Organizational Economics 2009, 2010, 2017

### Recognition

- \* Chair, Academy of Management Public & Nonprofit Division, 2012-13; Program Chair, 2010-11
- \* President, Association for Comparative Economic Studies, 2006-07
- \* Four articles reprinted in Edward Elgar *International Library of Critical Writings in Economics*: 1996, 2004, 2013, 2017
- \* Member, Faculty Consultative Committee, University of Minnesota, 2011-14
- \* Chair, Faculty Consultative Committee, Carlson School of Management, 2017-18
- \* Distinguished Scholar of Monash University (Australia) Economics Department, 2003
- \* Keynote speaker at conferences (below)

- \* Award for Innovation in Third Sector Research, Israeli Center for Third Sector Research, 2000
- \* Faculty Fellow and Mentor, Beyster Program, School of Management and Labor Relations, Rutgers, 2013-
- \* Listed in *Who's Who in Economics*, Edward Elgar, Third Edition, 1999
- \* Heidecker Prize for the Best Paper on the Israeli Economy, Israel, 1986

### **Grants and Awards (exclusive of small intra-mural grants)**

- 2018-2022 Member, Convergence HTF: A Research Coordination Network to Converge Research on the Socio-Technological Landscape of Work in the Age of Increased Automation, NSF IIS, Division of Information and Intelligent Systems), , PIs Kevin Crowston, Jeffrey Nickerson and Ingrid Ericskon, Syracuse University
- 2012-5 Consultant to “Science of Philanthropy” initiative (funded by Templeton Foundation), John List (U. of Chicago), PI
- 2012-7 International Partner on Belgian Government grant on “Social Enterprise and Social Entrepreneurship,” Jacques Defourny (U. of Liege) and Marthe Nissens (Catholic U. Louvain), PIs
- 2008-9 Research Grant (Does Ownership Matter in the Selection of Nursing Homes? Evidence from Consumer Surveys): Medical Industry Leadership Institute, University of Minnesota (\$30,000, with Pinar Karaca-Mandic)
- 2005-7 Research Grant (A Comparative Study of Organizational Structure, Behavior and Performance in For-Profit Firms, Government Organizations, and Nonprofit Organizations): Aspen Institute (\$150,000).
- 2003-6 Research Grant (Determinants of Trusting and Trustworthiness: Laboratory Experiments): The Russell Sage Foundation (\$84,000; with Louis Putterman)
- 1998-2001 Research Grant (Creating Healthy Organizations): Centers for Disease Control and Prevention and National Institute for Occupational Health and Safety (\$725,000; with Richard Arvey)
- 1996-7 Research Grant (The Organization of Work: Its Determinants and Consequences): The Alfred P. Sloan Foundation (\$18,406)
- 1996-7 Research Grant (The Organization of Work and Human Resource Practices in the Retail Food Industry): Sloan Foundation/Retail Food Industry Center (\$49,552)
- 1995-6 Conference Grant (Economics, Values, and Organization): MacArthur Foundation (\$40,000; with Louis Putterman), Program on Ethics, Politics, and Economics, Institution for Social and Policy Studies, and Provost’s Office, Yale University (\$30,000; with Louis Putterman)
- 1995 Symposium Grant (Economic Theories of Nonprofit Organizations): Center on Philanthropy, Indiana University, The Program on Non-Profit Organizations, Yale University, the NEP Foundation, and the International Society for Third-Sector Research (approximately \$40,000; with Helmut Anheier)
- 1994-5 Research Grant (The Effects of Employee Participation in Financial Returns and Decision Making on Firm Performance: Theory and Empirical Tests): Center for Urban and Regional Affairs, University of Minnesota (\$19,800), and Carlson School of Management (\$8,000)
- 1991-2 Conference Grant (Structure and Behavior in Economic Organizations: Comparative Theoretical and Empirical Perspectives): Carlson School of Management, American Council of Learned Societies and Social Sciences Research Council (\$35,000, with Josef Brada and Egon Neuberger)
- 1988-9 Research Grant (The Nonprofit Sector's Economic Impact on the economy of New York State): The Rockefeller Institute for Government (\$71,779)
- 1987-8 Lilly Endowment National Teaching Fellowship
- 1986-7 Faculty Research Grant-in-Aid, SUNY at Stony Brook
- 1980 President's Award for Excellence in Teaching by a Graduate Student, SUNY at Stony Brook

### **Editorial Appointments**

- Co-Editor, *Annals of Public and Cooperative Economics*, 2016- (Associate Editor, 1988-2015)
- Associate Editor *Nonprofit Management and Leadership*, 2000-2009
- Editorial Boards, *Journal of Entrepreneurial and Organizational Diversity*, 2011-, *Journal of Participation and Employee Ownership*, 2017-, *Division of Labor and Transaction Costs*, 2003-6, *Voluntas-International Journal of Voluntary and Nonprofit Organizations*, 1997-2000, *Journal of Comparative Economics*, 1996-1998, *Economic Analysis: Journal of Enterprise and Participation*, 1997-2002, *Revista de*

*Economía Pública, Social y Cooperativa*, 2002-, *International Dictionary of Civil Society, Philanthropy and Nonprofit Organizations*, 2003-5, *Nonprofit Management and Leadership* 2009-13

## **Ph.D. Students**

### **Principal advisor for:**

- Amit Kramer, *Studies on Identity*, 2009, Associate Professor, University of Illinois Urbana-Champaign
- Ting Ren, *Studies on Organizational Design, Value Congruence, and Ownership*, 2009, Associate Professor, Peking University.
- Darla Hamann, *Stakeholder Empowerment and Stakeholder Well-being in Nursing Homes: The Case of Employees and Customers*, 2009, Assistant Professor, St. Cloud State University, Minnesota.
- Hua Wang, *The Effects of Employee Stock Ownership and Profit Sharing on Firm Survival*, 2006, University of Toronto
- Fanmin Kong, *The Effects of Profit Sharing Plans and ESOPs on Firm Employment Fluctuations*, 2001, Professor, Guanghua School of Business, Peking University, Beijing
- NienChi Liu, *Determinants of Innovative Human Resource Practices and Systems*, 1998, Professor, Institute of Human Resources Management, National Central University, Taipei, Taiwan
- Yong-Seung Park, *Occupational Safety Effects of Employee Participation Plans in Decision-Making and Financial Returns*, 1997, Professor, Department of Business Administration, International Dean, Kyung Hee University, Seoul, South Korea
- Puranjaya Singh, *Human Behavior in Dictator Games*, 1996, Director, Consulting Services - PDI India
- Tzu-Shian Han, *Employee Participation in Decision-Making and Financial Returns: Effects on Firm Performance*, 1995, Professor, Department of Business Administration, National Chengchi University, Taipei, Taiwan

### **Committee member for doctoral students in the departments of:**

Human Resources and Industrial Relations, Economics, Geography, Applied Economics, Sociology, and Human Resources Development at the University of Minnesota, Political Science at SUNY-Stony Brook, economics at the University of Sienna, economics at Catholic University of Louvain.

## **Research**

Most of my working papers and publications are posted on my [homepage](#).

### **Books**

- *The Study of the Nonprofit Enterprise: Theories and Approaches* (Helmut Anheier and Avner Ben-Ner, eds.), New York: Kluwer Academic/Plenum Publishers, 2003, 331 + xvii pages, hardcover and paperback.
- *Economics, Values, and Organization* (Avner Ben-Ner and Louis Putterman, eds.; Preface by Amartya Sen), Cambridge University Press, 1998, 523 + xxxiii pages. Paperback edition published in 2001. Published in China by Cambridge UP in collaboration with Peking University, 2005.
- *Comparative Economics* (J. Michael Montias, Avner Ben-Ner, and Egon Neuberger), in the Fundamentals of Pure and Applied Economics series, Chur, Switzerland: Harwood Academic Publishers, 1994, 226 + x pages. Reprinted by Routledge, London, 2001.
- *The Nonprofit Sector in the Mixed Economy* (Avner Ben-Ner and Benedetto Gui, eds.), Ann Arbor: University of Michigan Press, 1993, 276 + viii pages.

### **Monograph**

*A Study of the Nonprofit Sector in New York State: Its Size, Nature, and Economic Impact* (Avner Ben-Ner and Theresa Van Hoomissen), Rockefeller Institute of Government, Albany, NY, 1989, 175 + xvi pages

### **Journal Articles and Book Chapters**

1. Does Ownership Matter in the Selection of Service Providers? Evidence from Nursing Home Consumer Surveys, Avner Ben-Ner, Darla Hamann and Ting Ren, *Nonprofit and Voluntary Sector Quarterly*, December 2018 47(6):1271-1295

2. Reflections on the future evolution of social, nonprofit and cooperative enterprise, Avner Ben-Ner, *Annals of Public and Cooperative Economics*, Vol. 89,1, 2018
3. The Bright and Dark Sides of Altruism, Avner Ben-Ner and Fangtingyu Hu, in *The Economics of Philanthropy*, edited by Kimberley Scharf and Mirco Tonin, MIT Press, forthcoming
4. Learned Generosity? An Experiment on Social Preferences and Parental Influence in Preschoolers, Avner Ben-Ner, John List, Louis Putterman and Anya Samek, *Journal of Economic Behavior and Organization*, 2017, 143, 28-44
5. Decentralization and Localization of Production: The Organizational and Economic Consequences of Additive Manufacturing, Avner Ben-Ner and Enno Siemsen, *California Management Review*, vol. 59 (2). 2017, 1-19 (lead article)
6. Bifurcated Effects of Place-of-Origin Diversity on Individual and Team Performance: Evidence from 10 Seasons of German Soccer, Avner Ben-Ner, John-Gabriel Licht and Jin Park, *Industrial Relations*, October 2017, 56(4): 555–604 (lead article)
7. Mission Congruence and Organization Design: An Empirical Analysis, Marco A. Barrenechea-Mendez and Avner Ben-Ner, *Industrial Relations*, July 2017, 56(3): 411-426
8. The Intersection of Sex and Race in the Presence of Deep-Level Attributes, Amit Kramer and Avner Ben-Ner, *Equality, diversity and inclusion: An international journal*, Special Issue: Working Effectively across Differences - at the Individual, Team and Organizational Levels. Vol. 34(5) pp. 360 – 375, 2015.
9. Comparing Workplace Organization Design Based on Form of Ownership: Nonprofit, For-Profit and Local Government, Avner Ben-Ner and Ting Ren, *Nonprofit and Voluntary Sector Quarterly*, April 2015 vol. 44 no. 2 340-359.
10. Treadmill Workstations: The Effects of Walking while Working on Physical Activity and Work Performance, Avner Ben-Ner, Darla J. Hamann, Gabriel Koepp, Chimnay Manohar and James Levine, *PLOS ONE*, February 2014.
11. Preferences and Organizational Structure: Towards Behavioral Economics Micro-Foundations of Organizational Analysis, Avner Ben-Ner, *Journal of Behavioral and Experimental Economics*, formerly *Journal of Socio-Economics*, 2013:87-96.
12. The Contributions of Behavioral Economics to Understanding and Advancing the Sustainability of Worker Cooperatives, Avner Ben-Ner and Matthew Ellman, *Journal of Entrepreneurial and Organizational Diversity*, 2013:75-100.
13. Treadmill Desks: A one-year prospective trial, Gabriel Koepp, Chinmay Manohar, Shelly McCrady-Spitzer, Avner Ben-Ner, Darla Flint-Paulson, Carlisle Runge and James Levine, *Obesity*, 2013, 21(4):705-711.
14. Computerization and Skill Bifurcation: The Role of Task Complexity in Creating Skill Gains and Losses, Avner Ben-Ner and Ainhua Urtasun, *Industrial and Labor Relations Review*, January 2013:225-267.
15. The Effects of Organization Design on Employee Preferences, Avner Ben-Ner and Matthew Ellman, ch. 12 in *Towards a New Theory of the Firm: Humanizing the Firm and the Management Profession*, Joan Enric Ricart Costa and Josep Maria Rosanas Marti, eds., Fundacion BBVA 2012:401-420.
16. Ownership and Quality in Markets with Asymmetric Information: Evidence from Nursing Homes, Avner Ben-Ner, Pinar Karac-Mandic and Ting Ren, *The B.E. Journal of Economic Analysis & Policy*, October 2012, 12(1), 33 pages.
17. Uncertainty, task environment and organization design: An empirical investigation, Avner Ben-Ner, Fanmin Kong and Stephanie Lluís, *Journal of Economic Behavior and Organization*, 82(1), April 2012, 281– 313.
18. Personality and Altruism in the Dictator Game: Relationship to Giving to Kin, Collaborators, Competitors, and Neutrals, Avner Ben-Ner and Amit Kramer, *Personality and Individual Differences* August 2011, vol. 51(3):216-221.
19. A Sectoral Comparison of Wage Levels and Wage Inequality in Human Services Industries, Avner Ben-Ner, Ting Ren and Darla Flint Paulson (Hamann), *Nonprofit and Voluntary Sector Quarterly*, August 2011, vol. 40(4), pp. 608-633.
20. Learning: What and How? An Empirical Study of Adjustments in Workplace Organization Structure, Avner Ben-Ner and Stephanie Lluís, *Industrial Relations*, January 2011, vol. 50(1):76-108.
21. Lavish Returns on Cheap Talk: Non-binding Communication in a Trust Experiment, Avner Ben-Ner, Louis Putterman and Ting Ren, *Journal of Socio-Economics*, February 2011, vol. 40(1):1-13.

22. Effects of Different Stakeholder Groups' Strategic Control on Organizational Effectiveness and Well-Being of Customers and Employees: An Empirical Investigation, Avner Ben-Ner and Ting Ren, in Lorenzo Sacconi, Margaret Blair, Edward Freeman, and Alessandro Vercelli (eds.) *Corporate Social Responsibility and Corporate Governance: The Contribution of Economic Theory and Related Disciplines*, London: Palgrave MacMillan, 2011, pp. 381-409.
23. Trusting, Trustworthiness, and CSR: Some Experiments and Implications, Avner Ben-Ner and Louis Putterman, in Lorenzo Sacconi, Margaret Blair, Edward Freeman, and Alessandro Vercelli (eds.) *Corporate Social Responsibility and Corporate Governance: The Contributions of Economic Theory and Related Disciplines*, London: Palgrave MacMillan, 2011, pp. 410-431.
24. A Comparative Study of Allocation of Decision-Making Across Stakeholder Groups: The Case of Personal Care Industries, Avner Ben-Ner and Ting Ren, *Annals of Public and Cooperative Economics*, December 2010, vol. 81(4):611-630.
25. Trusting and Trustworthiness: What Are They, How to Measure Them, and What Affects Them? Avner Ben-Ner and Freyr Halldorsson, *Journal of Economic Psychology*, 2010, 31(1):64-79.
26. Identity and In-group/Out-group Differentiation in Work and Giving Behaviors: Experimental Evidence, Avner Ben-Ner, Brian McCall, Massoud Stephane and Hua Wang, *Journal of Economic Behavior and Organization*, 2009, 72(1), 153-170.
27. Trust, Communication and Contracts: An Experiment, Avner Ben-Ner and Louis Putterman, *Journal of Economic Behavior and Organization*, 2009, 70, pp. 106-121.
28. Negative Dimensions of Identity: A Research Agenda for Law and Public Policy, Avner Ben-Ner and Claire A. Hill, *Minnesota Journal of Law, Science, and Technology*, 2008, vol. 9(2), pp. 643-651.
29. Reducing the Negative Consequences of Identity: A Potential Role for the Nonprofit Sector in the Era of Globalization, Avner Ben-Ner and Claire A. Hill, *Annals of Public and Cooperative Economics*, 2008 (September-December), vol. 79 (3-4), pp. 579-600.
30. Economic and Hypothetical Dictator Game Experiments: Incentive Effects at the Individual Level, Avner Ben-Ner, Amit Kramer and Ori Levy, *Journal of Socio-Economics*, 2008 (October), vol. 37 (5), 1775-1784.
31. A Comparison of Wage Inequality in For-Profit, Nonprofit and Local Government Organizations: An Empirical Study of Nursing Homes in the Midwestern United States, Avner Ben-Ner, Darla Flint Paulson and Ting Ren, in Sergio Destefanis and Marco Musela (eds.), *Paid and Unpaid Labour in the Social Economy: An International Perspective*, AIEL Series in Labor Economics, Heidelberg: Physica-Verlag Springer, 2009, pp. 197-219.
32. For-profit, State and Nonprofit: How to Cut the Pie among the Three Sectors, Avner Ben-Ner, in Jean-Philippe Touffut (eds.), *Advancing Public Goods*, Cheltenham, UK, and Northampton, MA, USA: Edward Elgar, pp. 40-67, 2006; French edition published by Albin Michel.
33. Share and Share Alike? Gender-Pairing, Personality, and Cognitive Ability as Determinants of Giving, Avner Ben-Ner, Fanmin Kong and Louis Putterman, *Journal of Economic Psychology*, 25(5), October 2004, pp. 581-589.
34. Outsourcing by Nonprofit Organizations, Avner Ben-Ner, in *Effective Economic Decision Making by Nonprofit Organizations* (D. Young, ed.) New York: The Foundation Center, 2004.
35. Extended review of **Governance of Not-For-Profit Organizations**, Avner Ben-Ner, edited by Edward Glaeser (University of Chicago Press 2004), *Nonprofit and Voluntary Sector Quarterly*, 2004 (Dec.) 33 (4): 739-748.
36. Reciprocity in a Two-Part Dictator Game, Avner Ben-Ner, Louis Putterman, Fanmin Kong and Dan Magan, *Journal of Economic Behavior and Organization*, March 2004, vol. 53 no. 3, pp.333-352.
37. Trust in the New Economy (Avner Ben-Ner and Louis Putterman), ch.45, pp. 1067-1095 in Derek C. Jones, ed., *New Economy Handbook*, Academic Press/Elsevier, Amsterdam, 2003.
38. Time Away from Work after Injury: Unions and the Duration of Non-Work Spell in the Workers' Compensation Insurance System, Avner Ben-Ner and Yong-Seung Park, *Economic and Industrial Democracy*, August 2003, vol. 24 (3).
39. The Shifting Boundaries of the Mixed Economy and the Future of the Nonprofit Sector, Avner Ben-Ner, *Annals of Public and Cooperative Economics*, April 2002, vol. 73 (1), pp. 5-40.
  - Excerpts from the article appeared in **French translation** as Les frontières mouvantes de l'économie mixte et l'avenir du secteur non lucrative in *Problèmes économiques* (a journal of

- selections of articles on economic matters from French and international journals and magazines), no. 2.799, March 5, 2003, pp. 18-24.
- Republished in the **2008 virtual issue bringing together selected articles from the *Annals of Public and Cooperative Economics over the past 100 years***.
40. The Theory of Nonprofit Organizations Revisited, Avner Ben-Ner and Benedetto Gui, in Helmut K. Anheier and Avner Ben-Ner (eds.), *The Study of the Nonprofit Enterprise: Theories and Approaches*, New York: Kluwer Academic/Plenum Publishers, 2003, pp. 3-26.
  41. The Organization of Work: Changes and Their Consequences, Avner Ben-Ner, Fanmin Kong, Tzu-Shian Han, Nien-Chi Liu, and Yong-Seung Park, *Nordic Journal of Political Economy*, vol. 27(2), 2002.
    - **Chinese translation** appeared in *Human Capital* (Beijing).
  42. Trusting and Trustworthiness, Avner Ben-Ner and Louis Putterman, *Boston Law Review*, vol. 81 (3), June 2001, pp. 523-551.
  43. On Some Implications of Evolutionary Psychology for the Study of Preferences and Institutions, Avner Ben-Ner and Louis Putterman, *Journal of Economic Behavior and Organization*, vol. 43, 2000, pp. 91-99.
  44. Values Matter, Avner Ben-Ner and Louis Putterman, vol. 1, no.1, January 2000, *World Economics*, pp 1-23.
  45. Employee Participation in Ownership: An Empirical Exploration, Avner Ben-Ner, W. Allen Burns, Greg Dow and Louis Putterman, in Margaret Blair and Thomas A. Kochan (eds.), *The New Relationship: Human Capital in the American Corporation*, Brookings Institution Press, 2000, 194-240.
  46. Values and Institutions in Economic Analysis, Avner Ben-Ner and Louis Putterman, in *Economics, Values, and Organization* (Avner Ben-Ner and Louis Putterman, eds.), Cambridge University Press, 1998, pp. 3-72.
    - Abbreviated **Spanish translation** appeared as Valores e instituciones en el analisis economico, *Revista de Economia Publica, Social y Cooperativa*, 1999, vol. 33, pp. 43-48.
  47. Economic Institutions and Values, Avner Ben-Ner and Louis Putterman, *Scandinavian Journal of Economics*, April 1998.
    - **reprinted** in *The Good Society*, vol. 8, no. 2, 1998.
  48. Shifting Boundaries: Long-Term Changes in the Size of the For-Profit, Nonprofit, Cooperative, and Government Sectors, Helmut Anheier and Avner Ben-Ner, *Annals of Public and Cooperative Economics*, special issue on *Structural Changes and General Interest: Which Paradigms for the Public, Social and Cooperative Economy?* (Lionel Monnier and Bernard Thiry, eds.), vol. 68, no. 3, 1997, pp. 335-353
    - **French, Spanish and German translations** appeared simultaneously
  49. Religious Institutions and The Economics of Religion: Comment, Avner Ben-Ner, *Journal of Institutional and Theoretical Economics*, vol. 153, 1997, pp. 150-158.
  50. Employee Buyout in a Bargaining Game with Asymmetric Information, Avner Ben-Ner and Byoung Jun, *American Economic Review*, vol. 86, no. 3, June 1996, pp.502-523.
  51. The Productivity Effects of Employee Participation in Control and in Economic Returns: A Review of Econometric Studies, Avner Ben-Ner, Tzu-Shian Han and Derek Jones, in Ugo Pagano and Robert E. Rowthorn (eds.), *Democracy and Efficiency in Economic Enterprises*, Routledge, 1996, pp. 209-244.
  52. Employee Participation, Ownership, and Productivity: A Theoretical Framework, Avner Ben-Ner and Derek Jones, *Industrial Relations*, vol. 34, no. 4, October 1995, pp. 532-554.
  53. Who Benefits from the Nonprofit Sector? Reforming Law and Public Policy Towards Nonprofit Organizations, Avner Ben-Ner, *Yale Law Journal*, vol. 104, no. 3, December 1994, pp. 731-762.
  54. The Governance of Nonprofit Organizations: Law and Public Policy, Avner Ben-Ner and Theresa Van Hoomissen, *Nonprofit Management and Leadership*, vol. 4, no. 4, Summer1994, pp. 393-414.
  55. Economic System Reforms and Privatization in Romania, Avner Ben-Ner and J. Michael Montias, in Saul Estrin (ed.), *Privatization in Central and Eastern Europe*, Longmans, 1994, 279-310.
  56. Romania Frees its Economy, Avner Ben-Ner and J. Michael Montias, *Forum for Applied Research and Public Policy*, vol. 9, no. 3, 1994 (31 pages).
  57. Organizational Reforms in Central and Eastern Europe: A Comparative Perspective, Avner Ben-Ner, *Annals of Public and Cooperative Economics* vol. 64, no. 3, 1993, pp. 328-365 (**simultaneously published**, by special arrangement, by *Cooperatives et Developpement*, vol. 25, no.1, 1993-1994, 47-74).
  58. Basic Issues in Organizations: A Comparative Perspective, Avner Ben-Ner, J. Michael Montias and Egon Neuberger, *Journal of Comparative Economics*, vol. 17, no. 2, June 1993, pp. 207-242.

- **reprinted** in *Comparative Economic Systems* (Paul Dragos Aligica, and Peter Boettke, eds.), The International Library of Critical Writings in Economics series, Edward Elgar Publishing Ltd., forthcoming 2017.
59. Why Do Nonprofit Organizations Engage in Barter Trade? Avner Ben-Ner, in David Hammack and Dennis Young (eds.), *Nonprofit Organization in a Market Economy*, Jossey-Bass, 1993, pp. 278-293.
  60. Cooperation, Conflict, and Control in Organizations, Avner Ben-Ner, in Samuel Bowles, Herbert Gintis and Bo Gustafsson (eds.), *Democracy and Markets: Participation, Accountability, and Efficiency*, Cambridge University Press, 1993, pp. 199-216.
  61. Introduction, Avner Ben-Ner and Benedetto Gui, in *The Nonprofit Sector in the Mixed Economy* (Ben-Ner and Gui, eds.), University of Michigan Press, 1993, pp. 1-24.
  62. A Portrait of the Nonprofit Sector in the Mixed Economy: New York, 1981-1987, Avner Ben-Ner and Theresa Van Hoomissen, in *The Nonprofit Sector in the Mixed Economy* (Ben-Ner and Gui, eds.), University of Michigan Press, 1993, pp. 243-266.
  63. An Empirical Investigation of the Joint Determination of the Size of For-Profit, Nonprofit and Government Sectors, Avner Ben-Ner and Theresa Van Hoomissen, *Annals of Public and Cooperative Economics*, 1992, vol. 63, no. 3, pp. 392-415.
  64. Nonprofit Organizations in the Mixed Economy: A Demand and Supply Analysis, Avner Ben-Ner and Theresa Van Hoomissen, *Annals of Public and Cooperative Economics*, 1991, vol. 62, no. 4, pp. 519-550.
    - **reprinted** in *The Nonprofit Sector in the Mixed Economy* (Ben-Ner and Gui, eds.), University of Michigan Press, 1993, pp. 27-58;
    - **reprinted** in *The Economics of Nonprofit Enterprise* (Richard Steinberg, ed.), The International Library of Critical Writings in Economics series, Edward Elgar Publishing, 2004.
  65. The Introduction of Markets in a Hypercentralized Economy: The Case of Romania, Avner Ben-Ner and J. Michael Montias, *Journal of Economic Perspectives*, vol. 5, no. 4, Fall 1991, pp. 163-170.
  66. What Happens When Unions Run Firms? Unions as Employee Representatives and as Employers, Avner Ben-Ner and Saul Estrin, *Journal of Comparative Economics*, March 1991, vol. 15, pp. 65-87.
  67. The Feasibility of Planned Market Systems: The Yugoslav Visible Hand and Negotiated Planning, Avner Ben-Ner and Egon Neuberger, *Journal of Comparative Economics*, December 1990, vol. 14, pp. 768-790.
  68. The Growth of Nonprofit Sector in the 1980s: Facts and Interpretation (Avner Ben-Ner and Theresa Van Hoomissen), *Nonprofit Management and Leadership*, Winter 1990, vol. 1, no. 2, pp. 99-116.
  69. Privatization and Entry of New Firms in Eastern Europe and the Soviet Union, Avner Ben-Ner and Egon Neuberger, *Jahrbuch der Wirtschaft Osteuropas*, vol. 14, November 1990, pp. 178-181.
  70. Towards an Economic Theory of the Firm in the Centrally Planned Economy: Transaction Costs, Internalization and Externalization, Avner Ben-Ner and Egon Neuberger, *Journal of Institutional and Theoretical Economics*, vol. 144, December 1988, pp. 839-848.
  71. The Life Cycle of Worker-Owned Firms in Market Economies: A Theoretical Analysis, Avner Ben-Ner, *Journal of Economic Behavior and Organization*, vol. 10, October 1988, pp. 287-313.
    - **reprinted** in *Producer Cooperatives and Labor-Managed Systems* (David Prychitko and Jaroslav Vanek, eds.), The International Library of Critical Writings in Economics series, Edward Elgar Publishing Ltd., 1996.
  72. Comparative Empirical Observations on Worker-Owned and Capitalist Firms, Avner Ben-Ner, *International Journal of Industrial Organization*, vol. 6, March 1988, pp. 7-31.
  73. Producer Cooperatives: Why Do They Exist in Capitalist Economies? Avner Ben-Ner, in Walter Powell (ed.), *The Nonprofit Sector: A Research Handbook*, Yale University Press, 1987, pp. 434-449.
  74. Preferences in Communal Organizations, Avner Ben-Ner, *Economica*, vol. 54, May 1987, pp. 207-221.
  75. Nonprofit Organizations: Why Do They Exist in Market Economies? Avner Ben-Ner, in Susan Rose-Ackerman (ed.), *The Economics of Nonprofit Institutions*, Oxford University Press, 1986, pp. 94-113.
    - **translated to Italian** in a special issue of *Problemi di Amministrazione Pubblica* (Il Mulino Publishers, Italy) on The Economics of Organization.
  76. On the Stability of the Cooperative Type of Organization, Avner Ben-Ner, *Journal of Comparative Economics*, vol. 8, September 1984, pp. 247-260.
    - **translated into Spanish**, Sobre la estabilidad de la organización de tipo cooperativa, in *Análisis Económico de la Empresa Autogestionada*, A. Morales, J. Monzón y R. Chaves editores. CIRIEC. Valencia, 2003.



- **reprinted** in *The Economics of Worker Cooperatives* (John Pencavel, ed.), The International Library of Critical Writings in Economics series, Edward Elgar Publishing, 2013.
77. Romania's Reaction to International Commodity Inflation, Avner Ben-Ner and Egon Neuberger, in Marvin R. Jackson and James D. Woodson (eds.), *New Horizons in East-West Economic and Business Relations*, East European Monographs, Denver, and Columbia University Press, New York, 1984, pp. 55-99.
  78. Changing Values and Preferences in Communal Organizations: Econometric Evidence from the Experience of the Israeli Kibbutz, Avner Ben-Ner, in Derek Jones and Jan Svejnar (eds.), *The Economic Performance of Participatory and Self-Managed Firms*, Lexington Books, Lexington, 1982, pp. 255-286.
  79. The Kibbutz, Avner Ben-Ner and Egon Neuberger, in Frank H. Stephen (ed.), *Labor Management: Performance and Perspectives*, Macmillan, London, and St. Martin's Press, New York, 1982, pp.186-213.
  80. The Israeli Kibbutz and the Yugoslav Enterprise: A Systemic Analysis, Avner Ben-Ner and Egon Neuberger, *Economic Analysis and Workers' Management*, vol. 13, 1979, pp. 47-71.

### **Other publications**

81. What Works at Work? Evidence from the Minnesota Human Resources Management Practices Study, Avner Ben-Ner, F. Kong, T. Han, N. Liu, Y. Park, and S. J. Smela, *The CURA Reporter* May 2001(May): 9-17, [www.cura.umn.edu/reporter/01-May.html](http://www.cura.umn.edu/reporter/01-May.html)
82. Cooperatives entry in *The Blackwell Encyclopedic Dictionary of Organizational Behavior*, edited by Nigel Nicholson, 1995.
83. Privatization entry in *The Blackwell Encyclopedic Dictionary of Organizational Behavior*, edited by Nigel Nicholson, 1995.
84. Employee Ownership: An Overview of its Growing Incidence around the World, Avner Ben-Ner, and Derek Jones, in John F. Burton (ed.), *Proceedings of the Forty-Third Annual Meeting*, Industrial Relations Research Association Series, 1991, pp. 374-384.
85. Birth, Change and Bureaucratization in Nonprofit Organizations: An Economic Analysis, Avner Ben-Ner, in Robert Herman (ed.), *Politics, Public Policy and the Voluntary Sector*, Proceedings of the Fifteenth Annual Meeting of the Association of Voluntary Action Scholars, 1987, 119-137.
86. Labor-Managed and Participatory Firms: A Note, Avner Ben-Ner, *Journal of Economic Issues*, vol. 18, December 1984, pp. 1189-1195.
87. Op-ed article in *Minneapolis Star-Tribune* on governance in nonprofit organizations, Avner Ben-Ner and Theresa Van Hoomissen, 1996.
88. Blurring the Boundaries: Will the Changing Economy Change Nonprofit Organizations? Avner Ben-Ner and Lisa Tradewell, *Nonprofit Times Financial Supplement*, June 2001.
89. Straps and Traps in Hard Economic Times Avner Ben-Ner and Lisa Tradewell, *Nonprofit Times Financial Supplement*, February 2003.

### **Book Reviews**

90. Political Extremism and Rationality. Edited by Albert Breton, Gianluigi Galeotti, Pierre Salmon, and Ronald Wintrobe, Cambridge University Press, 2002. *Economica*, 2005.
91. Affiliation in the Workplace: Value Creation in the New Organization, by Ron Eldson, Praeger Publishers (with Devasheesh Bhawe), *Journal of Asian Economics*, 2005
92. Values at Work, by George Cheney, Cornell University Press 2000, *Administrative Science Quarterly*, 2001.
93. Specialization and Economic Organization: A New Classical Microeconomics Framework, by Yang, Xiaokai, and Ng, Yew-Kwang, North-Holland-Elsevier Science Publishers, 1993. *Journal of Institutional and Theoretical Economics*, vol. 151, September 1995, pp. 571-572.
94. The Economics of Organizational Choice, by Marvin Rozen (University of Michigan Press, 1991), *Industrial and Labor Relations Review*, vol. 47, October 1993, pp. 129-130.
95. Ownership and Participation, volume 2 of International Handbook of Participation in Organizations, edited by Raymond Russell and Veljko Rus (Oxford University Press, 1991), *Journal of Economic Literature*, March 1993.



96. Individual Behavior and Social Choice in a Cooperative Settlement, by Pinhas Zusman (The Magnes Press, Hebrew University of Jerusalem. *Journal of Economic Behavior and Organization*, vol. 12, January 1990, pp. 140-143.
97. Two Hundred Years of American Communes, by Y. Oved, Transaction Books, Rutgers University, 1988, *Foundation News*, vol. 30, no. 5, September/October 1989, pp. 64-65.
98. The Nonprofit Economy, by Burton A. Weisbrod, Harvard University Press, 1988. *Economica*, vol. 56, no. 223, August 1989, pp. 413-414.
99. Advances in the Economic Analysis of Participatory and Labor-Managed Firms, vol. 1, edited by Derek Jones and Jan Svejnar, JAI Press, 1986. *Industrial & Labor Relations Review*, vol. 41, 1987, p. 161.
100. Soviet Economic Planning, 1965-1980, by F. Kushnirsky, Westview Press. *Journal of Comparative Economics*, vol. 8, 1984, pp. 98-100.
101. Economic Democracy, by J. Espinosa and A. Zimbalist, Academic Press, (with Egon Neuberger), *Journal of Comparative Economics*, vol. 4, 1980, pp. 238-241.

### **Guest Editor**

- Guest editor (with Helmut Anheier) of special issue on Economic Theories of Nonprofit Organizations of *Voluntas - International Journal of Voluntary and Non-Profit Organizations*, 1997.
- Guest editor (with Susan Chambre' and David Hammack) of special issue of the *Nonprofit and Voluntary Sector Quarterly*, vol. 23, no. 4, Winter 1994
- Guest editor (with Josef Brada and Egon Neuberger) of special issue on The Structure and Behavior of Economic Organizations: Comparative Theoretical and Empirical Perspectives of the *Journal of Comparative Economics*, vol. 17, no. 2, June 1993
- Guest editor (with Benedetto Gui) of special issue on Nonprofit Organizations in the Mixed Economy of the *Annals of Public and Cooperative Economics*, vol. 63, no. 3, December 1991

### **Organization of Conferences**

- Program organizer, Association for Comparative Economic Studies Annual Meetings, Chicago, January 2007
- Co-organizer (with Louis Putterman): Conference on *Economics, Values, and Organization*, **Yale University**, April 19-21, 1996
- Co-organizer (with Helmut Anheier): Symposium on *Economic Theories of Nonprofit Organizations*, **Yale University**, November 1995
- Co-organizer (with Josef Brada and Egon Neuberger): International Conference on *Structure and Behavior in Economic Organizations: Comparative Theoretical and Empirical Perspectives* and Workshop on *Organizational Reform in Transition Economies*, **University of Minnesota**, September 1-5, 1992

### **Institutional Service (selected, not including *ex officio* memberships)**

#### ***University***

- Member, University of Minnesota Faculty Consultative Committee, 2011-2014
- Hearing officer, University of Minnesota Conflict Resolution program, 2009-2012
- Member, Committee of the Graduate Program in Applied Economics, University of Minnesota, 2007-
- Member, University of Minnesota Urban Agenda Task Force, 2006-08
- Member, Senate Committee on Faculty Affairs (SCFA), U. of Minnesota Faculty Senate, 1998-2001
- Member, University Health Plans Task Force, University of Minnesota, 1997- 2000
- Member, Nominations Committee, Committee on Committees, University Senate, U. of Minnesota, 1998-99
- Member, Executive Committee, AAUP, University of Minnesota -Twin Cities, 1997-99
- Member, U. of Minnesota Professional Studies Provostal Faculty Consultative Committee, 1996-99
- Chair, Advisory Board, Center for Labor Policy, University of Minnesota, 1996-2007
- Member, University of Minnesota Hearing Officer (Conflict resolution), 1995-99
- Member, University of Minnesota Senate, 1994-99, 2006-07
- Member, Ph.D. Planning Committee, Humphrey Institute for Public Affairs, U. of Minnesota, 1992-9
- Member, Provost's Council, University of Minnesota-Twin Cities, 1991-92
- Chair, Senate Committee on Faculty Affairs (SCFA), U. of Minnesota Faculty Senate, 1990-92
- Chair, SCFA Subcommittee on Faculty Benefits Other than Retirement, 1989-90
- Member, Senate Committee on Finance and Planning, University of Minnesota Senate, 1990-92

### ***College***

- Member, Carlson School of Management Faculty Consultative Committee, 2014-present;
  - chair, 2016-17
- Member/chair, promotion committees, several years
- Member, Faculty Appointments and Promotions Committee, Carlson School of Management, 1994-7
- Member, Social Sciences Council, University of Haifa, 1984-85

### ***Department***

- Director of Graduate Studies (Ph.D.), 2006-2010
- Member, Executive Committee, Industrial Relations Center, Minnesota, 1990-92, 2008-10
- Chair, Search Committee, 1989-91, 2006-08, 2012-13
- Member, Compensation Committee, Industrial Relations Center, Minnesota, 1995-7, 2006-8
- Chair, Organization Theory Area, 1988-2000, 2007-9
- Chair, Ph.D. Admissions Committee, 1995-96
- Chair, Curriculum Committee and Ph.D. Examinations Committee, 1992-93
- Chair, Recruiting Committee, Harriman School, SUNY-Stony Brook, 1987-88.
- Acting Coordinator, Nonprofit Concentration, Harriman School, SUNY-Stony Brook, 1987-88.

### ***Board of Directors and Executive Committees Memberships, and Service to Profession***

- Division Chair, Public & Nonprofit Division, Academy of Management, 2012-13, Program Chair, 2010-11
- Member, Executive Committee, Public & Nonprofit Division, Academy of Management, 2010-14
- Member and Chair, Association for Research on Nonprofit and Voluntary Action
  - Best *NVSQ* paper prize committee, 2008-10
  - Best Book Award, 2017-19
- President, Association for Comparative Economic Studies, 2006-07
- Member, Advisory Board, Law and Rationality Institute, University of Minnesota, 2006-
- Member, Advisory Group, Center for Leadership of Nonprofits, Philanthropy and the Public Sector, Humphrey Institute, University of Minnesota, 2004-2011
- Member, Executive Board of Directors, Twin Cities Area Labor Management Council, 2002-06
- Member, Research Advisory Council, National Center for Nonprofit Enterprise, 2000-2008
- Member, Executive Board, Association for Comparative Economic Studies, 1999-2000
- Chair, Advisory Council, Labor Policy Center, University of Minnesota, 1997-2007
- Member, Human Resources Executive Council of the Twin Cities, Minnesota, 1997-, Treasurer 2003-2004
- Director, Wedge Community Cooperative, 1996-98

### ***Member***

Academy of Management; American Economic Association; Association for Comparative Economic Studies; Labor and Employment Relations Association; Association for Research on Nonprofit Organizations and Voluntary Action

### ***Keynote speaker at conferences***

- IAFEP conference, Ljubljana, July 2018
- Microfoundations of organization design, Copenhagen Business School, December 2016
- 5th CIRIEC International Research Conference on Social Economy, Lisbon, July 2015
- Interdisciplinary Research on Philanthropy: Connecting the Dots, European Research Network On Philanthropy, 7th International Conference, Paris, July 2015
- Social economy on the move ... at the crossroads of structural change and regulation, CIRIEC, University of Antwerp, October 2013
- The contribution of cooperatives to sustainable local development, EURAC-Bolzano, Sept. 2012
- Imagine 2012 International Conference on Co-operative Economics, Quebec, October 2012
- Promoting the Understanding of Cooperatives for a Better World, Venice, March 2012
- International Seminar on the HRM of Banking Industry, Korea Institute of Finance, Seoul, October 2006
- The Public, Social and Cooperative Economy in the Context of Globalisation, 26<sup>th</sup> International Congress, CIRIEC, Istanbul, June 2006
- Conference on Increasing Returns and Economic Organization, Monash University, Australia, March 2003
- Ownership and Economic Performance Conference, Oslo, Norway, May 2000

- Israeli Center for Third Sector Research Third Annual Conference, Israel, March 2000

**Presentations of Papers at Conferences** (not including discussant and chair roles)

- SABE-IAREP, London, July 1018
- ISA, Seattle, May 2018
- SPI, University of Chicago, September 2017
- EMES, Catholic University of Louvain, Louvain la Neuve, July 2017
- SASE University of Lyon, June 2017
- IMEBESS University of Barcelona April 2017
- ARNOVA November 2016
- THEEM Konstanz, May 2016
- Social Production of Job (In)Security in the Post-Industrial Society, Louvain-la-Neuve, September 2015
- SABE/IAREP Conference, Sibiu, Romania, September 2015
- ASSA, Boston, January 2015
- Academy of Management Annual Meetings, Philadelphia, August 2014
- SABE/ICABEEP Lake Tahoe, July 2014
- THEEM Konstanz University, May 2014
- IIOC Northwestern University, April 2014
- IMBESS Oxford University, April 2014
- SPI University of Chicago, October 2013
- ISNIE, Florence, Italy, June 3013
- Association for Research on Nonprofit Organizations and Voluntary Action, Indianapolis, November 2012
- Academy of Management Annual Meetings, Boston, August 2012 (two papers)
- Economic Society Meetings, New York, July 2012
- Association for Health Economics, University of Minnesota, June 2012
- ASSA, Chicago, January 2012
- Association for Research on Nonprofit Organizations and Voluntary Action, Toronto, November 2011
- Economic Society Meetings, Chicago, July 2011
- 2nd Conference on Humanizing the Firm and the Management Profession: Toward a New Theory of the Firm, IESE, Barcelona, June 2011
- Public Economics conference, Marseille, June 2011
- ASSA, Denver, January 2011
- Academy of Management, Montreal, August 2010
- IAREP/SABE, Halifax, July 2009
- International Seminar on the Provision of Personal Services by Different Types of Providers, University of Liege, December 2008
- Workshop on Humanizing the Firm and the Management Profession, IESE Business School, July 2008
- Conference on Comparative Analysis of Enterprise Data (CAED), Central European University, May 2008
- Sloan Foundation Industry Studies Conference, Boston, MA May 2008
- First International CIRIEC Research Conference on the Social Economy, Victoria, B.C., October 2007
- Identity and Organization OB Camp, Yale University, June 2007
- Sloan Foundation Industry Studies Conference, Cambridge, MA May 2007
- Self and Other: Cognitive Perspectives on Trust, Empathy and the Self, University of Minnesota Law School, May 2007
- ASSA, Chicago, January 2007
- Association for Research on Nonprofit Organizations and Voluntary Action, Chicago, November 2006 (two papers)
- Economic Science Association European Regional Meeting, University of Nottingham, Sept. 2006
- Corporate social responsibility and corporate governance, the contribution of economic theory and related disciplines, International Economic Association Research Workshop, University of Trento, Italy, July 2006 (two papers)
- Behavioral Economics and Economic Psychology, IAREP-SABE Congress, Paris, July 2006
- Society for the Advancement of Socio-Economics, Trier, Germany, July 2006
- Identity, Equity and Opportunity, Oxford University, March 2006
- ASSA Meetings, Boston, January 2006.

- Association for Research on Nonprofit Organizations and Voluntary Action, Washington, D.C., November 2005 (two presentations).
- Association for Research on Nonprofit Organizations and Voluntary Action, Los Angeles, November 2004.
- Public Sector, Private Sector: New National and International Frontiers, Centre Cournot (Saint Gobain), Paris, October 2003.
- Conference on Embodied Cognition, Great Barrington, Mass., July 2003.
- Society for the Advancement of Socio-Economics, Aix en Provence, June 2003.
- Association for Research on Nonprofit Organizations and Voluntary Action, Montreal, November 2002.
- Society for the Advancement of Socio-Economics, Minneapolis, June 2002.
- ASSA Meetings, Atlanta, January 2002.
- The Social Enterprise: A Comparative Perspective, University of Trento, Italy, December 2001.
- Association for Research on Nonprofit Organizations and Voluntary Action, Miami, November 2001.
- Conference on Trust Relationships, Boston University Law School, September 2000.
- Fourth Conference of the International Society for Third-Sector Research, Dublin, July 2000.
- International Conference on Labor Markets, Academia Sinica, Taipei, Taiwan, June 1999.
- ASSA Meetings, New York, January 1999.
- Conference on Human Resources Management in Services, Wharton School, October 1998.
- Symposium on Economic Conventions, Brittany, France, September 1998.
- Assoc. for Research on Nonprofit Organizations and Voluntary Action, U. of Washington, Nov. 1998.
- Fain Conference on Agency, Incentives and Risk-Bearing, Brown University, October 1998.
- Third Conference of the International Society for Third-Sector Research, Geneva, July 1998.
- Brookings-MIT Conference on Corporations and Human Capital, MIT, January 1998.
- ASSA Meetings, Chicago, January 1998 (two papers).
- Symposium on Economic Theory and Public Policy, Oslo, February 1997.
- ASSA Meetings, New Orleans, January 1997.
- Symposium on Structural Changes and the Public Interest, Brussels, December 1996.
- Second Conference of the International Society for Third-Sector Research, Mexico City, July 1996.
- Conference on Economics, Values, and Organization, Yale University, April 1996.
- ASSA Meetings, San Francisco, January 1996.
- Symposium on Economic Theories of Nonprofit Organizations, Yale University, November 1995.
- Inaugural Conference of the International Society for Third-Sector Research, Pecs, Hungary, July 1994.
- Seventh International Conference on the Economics of Participation, Portoroz, Slovenia, June 1994.
- ASSA Meetings, Boston, January 1994.
- Conference on the Transition of Centrally-Planned Economies in Pacific Asia, San Francisco, May 1993.
- ASSA Meetings, Anaheim, CA, January 1993.
- Association for Research on Nonprofit Organizations and Voluntary Action, Yale U. October 1992.
- Conference on the Structure and Behavior of Economic Organizations: Comparative Theoretical and Empirical Perspectives, University of Minnesota, September 1992.
- International Conference on Labor-Managed Firms, Bar-Ilan University, Tel-Aviv, May 1992.
- US-Romanian Roundtable, Washington, D.C., April 1992.
- Conference on Nonprofit Organizations, Northwestern University, December 1991.
- Conference on Nonprofit Organizations, Case Western Reserve University, November 1991.
- Association for Research on Nonprofit Organizations and Voluntary Action, Chicago, October 1991.
- Seminar on Romania's Transition to a Market Economy, Bucharest, April 1991.
- Conference on Public vs. Private Enterprise, University of Liege, Belgium, April 1991.
- ASSA Meetings, Washington, D.C., December 1990 (two papers).
- ORSA/TIMS Annual Meetings, Philadelphia, October 1990.
- Academy of Management Annual Meetings, San Francisco, August 1990.
- Conference on Microfoundations of Political Economy, Swedish Collegium for Advanced Study in the Social Sciences, Uppsala, June 1990.
- International Conference on Indicative Planning, Brookings Institution Washington, D.C., April 1990.
- Spring Research Conference of the Independent Sector, Boston, March 1990.
- ASSA Meetings, Atlanta, December 1989.
- Econometric Society European Meetings, Munich, September 1989.
- International Conference on Voluntarism, Non-Governmental Organizations and Nonprofit Organizations, Jerusalem, May 1989.

- Conference on Profits and Instability, The Jerome Levy Economics Institute of Bard Coll, March 1989.
- Conference on the Economics of Philanthropy and Voluntarism, Duke University, February 1989.
- ASSA Meetings, New York City, December 1988.
- ASSA Meetings, Chicago, December 1987 (two papers).
- Association for Public Policy Analysis and Management, Washington, D.C., October 1987.
- Association for Voluntary Action Scholars, Kansas City, October 1987.
- Fourteenth Annual National Historic Communal Societies Conference, October 1987.
- The Profit-Sharing and Workers' Participation Conference, Cornell University, May 1986.
- Winter Meetings of the Econometric Society, New York City, December 1985.
- Fifth World Congress of the Econometric Society, Cambridge, Mass., August 1985 (two papers).
- Fourth International Conference on the Economics of Self-Management, Liege, July 1985 (two papers).
- International Conference on Kibbutz and Communes in Historical Perspective, Tel-Aviv, May 1985.
- Symposium on Comparative Market Systems, University of Oslo, January 1985.
- ASSA Meetings, Dallas, December 1984.
- European Meetings of the Econometric Society, Madrid, September 1984.
- Conf. on Economic Theory and Public Policy toward the Nonprofit Sector, Columbia U., May 1984.
- Third International Conference on the Economics of Self-Management, Mexico City, August 1982.
- First Conference on Kibbutz and Workers' Participation, Harvard University, August 1981.
- 12th Annual Convention of the American Association for the Advancement of Slavic Studies, Philadelphia, November 1980.
- Symposium on the Economic Performance of Participatory and Labor-Managed Firms, Clinton, New York, May 1980.
- 11th Annual Convention of the American Association for the Advancement of Slavic Studies, New Haven, October 1979.
- The Third Bosphorus Workshop on Industrial Democracy, Istanbul, July 1979.
- Walton Symposium - Labor Management: Performance and Prospects, Glasgow, June 1979.
- First International Conference on the Economics of Workers' Self-Management, Dubrovnik, October 1978.

### **Seminar and Workshop Presentations**

Ben-Gurion University, 1982, 1994, 2000, 2001  
 Bennington College, 1980  
 Catholic University of Louvain (UCL), 2015  
 Central European University (Budapest), 2006, 2007, 2008  
 Columbia University, 1987  
 Cornell University, 1981, 1984, 2006  
 Georgia State University, 2004  
 Harvard University, 1981  
 Hebrew University of Jerusalem, 1985, 2008  
 IESE-Barcelona, 2010  
 Johns Hopkins University, 1989  
 Kyung-Hee University, 2008  
 Korea University, 2006, 2008  
 London School of Economics, 1986, 1991, 2000, 2006  
 Max Planck Institute for Research on Collective Goods, Bonn, 2001, 2014  
 Monash University, 2003  
 Northwestern University, 1991 (twice)  
 Philanthropy Center, Indiana University, 1993  
 Rutgers University, 1981  
 Shandong University, 2011  
 Sorbonne, 2016  
 Southern Methodist University, 1986  
 Stanford University, 1983  
 Stony Brook, 1986, 1987, 2000  
 Technion-Israel Institute of Technology, 1982  
 Tel-Aviv University, 1982, 1994 (thrice)  
 Universitat Autònoma de Barcelona, 2010, 2012

Universidad Publica de Navarra, 2010  
University of Arizona, 1986  
University of California- Davis, 1981  
University of Chicago, 1982  
University of Haifa, 1982, 1984, 1994, 2008, 2009  
University of Illinois-Urbana-Champaign, 2012  
University of Liege, 2008  
University of Maryland, 1989  
University of Minnesota, 1988 (twice), 1989, 1990 (thrice), 1991 (twice), 1992, 1993, 1994, 1995, 1996, 1997, 2002, 2003, 2004, 2007, 2008 (twice), 2010 (twice), 2012 (twice), 2013, 2014, 2015 (twice), 2016 (twice), 2017  
University of Pennsylvania, 1981, 1982, 2006  
University of Saskatchewan, 2015  
University of Siena, 2013  
University of Split, 2008  
University of Venice, 1994  
University of Wisconsin-Madison, 2006  
Vienna University of Economics, 2007  
Williams College, 1980  
Yale University, 1980 (twice), 1981, 1982, 1993 (twice)

### ***Referee and External Reviewer***

#### ***Journals***

*Administrative Quarterly Review*  
*Advances in the Economic Analysis of Participatory and Labor-Managed Firms*  
*American Economic Review*  
*Annals of Public and Cooperative Economics*  
*Comparative Economic Studies*  
*Contemporary Economic Policy*  
*Economica*  
*Economic Inquiry*  
*Economic Journal*  
*Economic and Industrial Democracy;*  
*Economic Systems*  
*Economic Theory*  
*European Economic Review*  
*Experimental Economics*  
*Games and Economic Behavior;*  
*Industrial and Labor Relations Review*  
*Industrial Relations*  
*International Economic Review*  
*International Review of Economics and Finance*  
*International Sociology*  
*Journal of Behavioral and Experimental Economics*  
*Journal of Comparative Economics*  
*Journal of Development Economics*  
*Journal of Economic Literature*  
*Journal of Economic Behavior and Organization*  
*Journal of Economic Psychology*  
*Journal of European Economic Association*  
*Journal Institutional and Theoretical Economics*  
*Journal of Labor Economics*  
*Journal of Personality and Social Psychology*  
*Journal of Public Economics*  
*Journal of Socio-Economics*  
*Journal of Theoretical Politics*  
*Labour Economics,*

*Naval Logistics Research Quarterly*  
*Nonprofit Management and Leadership*  
*Nonprofit and Voluntary Sector Quarterly*  
*Personality and Individual Differences*  
*PLOS ONE*  
*Rationality and Society*  
*Voluntas-International Journal of Voluntary and Nonprofit Organizations*

**Presses**

Academic Press  
Blackwell  
Cambridge University Press  
Cornell University Press  
Princeton University Press  
State University of New York Press  
University of Michigan Press  
Wiley  
Yale University Press

**Foundations and Research Agencies**

The National Science Foundation  
- referee  
- panel member  
Social Sciences and Humanities Research Council of Canada  
- referee  
- adjudication panel member  
National Council for Soviet and East European Research  
John Simon Guggenheim Foundation  
Israel Science Foundation  
The Aspen Institute  
Russell Sage Foundation  
Rockefeller Foundation;  
Italian Ministry for Universities and Scientific and Technological Research  
Deutsche Forschungsgemeinschaft (German Research Foundation)  
Flemish Science Foundation

**Media**

- interviews on Minneapolis-St Paul TV stations  
- interviews on Minnesota radio stations  
- “Academic Minute” on NPR stations  
- PBS Newshour clip and blogs  
- interviews with newspapers including Wall Street Journal, Forbes, Minneapolis Star Tribune, Washington Post  
- mention of research on hundreds of web sites

**Languages**

English (fluent)	Romanian (working ability)	French (limited working ability)
Hebrew (fluent)	Hungarian (working ability)	

**Citizenship**

United States, Israel