

November 2006

## **Avner Ben-Ner**

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### **Education**

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

### **Research Interests**

Structure, behavior, and performance in different types of organization; behavioral economics; values and organization; preferences and determinants of individual behavior; workplace organization and human resource practices; nonprofit organizations; employee ownership; economic systems and institutions

### **Academic Positions**

1988- Professor (Associate Professor 1988-1993), Department of Human Resources and Industrial Relations, Industrial Relations Center, Carlson School of Management, University of Minnesota-Twin Cities  
2006- Ph.D. Coordinator, 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 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 University  
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

### **Recognition**

- \* Listed in *Who's Who in Economics* (Edward Elgar, Third Edition, 1999)
- \* Award for Innovation in Third Sector Research, Israeli Center for Third Sector Research (2000)
- \* Distinguished Scholar of Monash University Economics Department (2003)
- \* Two articles reprinted in *The International Library of Critical Writings in Economics* series, Edward Elgar Publishing (1996, 2004)
- \* President, Association for Comparative Economic Studies (2006-07)

## Grants and Awards (Selected)

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"): Center 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"): The Sloan Foundation via the Retail Food Industry Center (\$49,552)
1995-6	Conference Grant ("Economics, Values, and Organization"): MacArthur Foundation (\$40,000; with Louis Putterman), and 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") and Workshop Grant ("Organizational Reform in Transition Economies"): Carlson School of Management at the University of Minnesota (\$20,000) and the American Council of Learned Societies and the Social Sciences Research Council (\$15,000; 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	Research Grant-in-Aid, SUNY at Stony Brook
1986	Heidecker Prize for the Best Paper on the Israeli Economy, Israel
1980	President's Award for Excellence in Teaching by a Graduate Student, SUNY at Stony Brook

## Editorial Appointments

- Member, Editorial Committee, *International Dictionary of Civil Society, Philanthropy and Nonprofit Organizations*, 2003-2005
- Member, Editorial Board, *Division of Labor and Transaction Costs*, 2003-
- Associate Editor, *Annals of Public and Cooperative Economics*, 1988-
- Member, Senior Advisory Board, *Voluntas-International Journal of Voluntary and Nonprofit Organizations*, 1997-2000
- Member, Editorial Board, *Nonprofit Management and Leadership*, 2000-
- Member, Board of Editors: *Journal of Comparative Economics*, 1996-1998
- Member, Editorial Board, *Economic Analysis: Journal of Enterprise and Participation*, 1997-2002
- Member, International Board, *Revista de Economía Pública, Social y Cooperativa*, 2002-

## Ph.D. Students

*Principal advisor for:*

- **Ting Ren**, current
- **Amit Kramer**, current
- **Darla Flint-Paulson**, current
- **Hua Wang**, “*The Effects of Employee Stock Ownership and Profit Sharing on Firm Survival*,” 2006, Assistant Professor, University of Wisconsin, Whitewater
- **Fanmin Kong**, “*The Effects of Profit Sharing Plans and ESOPs on Firm Employment Fluctuations*,” 2001, Associate Professor, Guanghua School of Business, Peking University, Beijing
- **NienChi Liu**, “*Determinants of Innovative Human Resource Practices and Systems*,” 1998, Associate 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, Associate Professor, Department of Business Administration, 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 (reader) 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, and in Political Science at SUNY-Stony Brook.

## Current Research

See “Research Projects” following “Publications,” below. **Recent working papers and publications are at <http://webpages.csom.umn.edu/hrir/abenner/web/papers.htm>**

## Publications

### *Books*

1. [\*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.
2. [\*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.
3. [\*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.
4. [\*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*

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

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

1. "For-profit, State and Nonprofit: How to Cut the Pie among the Three Sectors," 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.
2. "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.
3. "Outsourcing by Nonprofit Organizations," in *Effective Economic Decision Making by Nonprofit Organizations* (D. Young, ed.) New York: The Foundation Center, 2004.
4. "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.
5. "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.
6. "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).
7. "The Shifting Boundaries of the Mixed Economy and the Future of the Nonprofit Sector," *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.
8. "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.
9. "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).
10. "Trusting and Trustworthiness" (Avner Ben-Ner and Louis Putterman), *Boston Law Review*, vol. 81 (3), June 2001, pp. 523-551.
11. "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.
12. "Values Matter" (Avner Ben-Ner and Louis Putterman), vol. 1, no.1, January 2000, *World Economics*, pp 1-23.
13. "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.
14. "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. An abbreviated **Spanish translation** appeared as "Valores e instituciones en el analisis economico," *Revista de Economia Publica, Social y Cooperativa*, Dec.1999, vol. 33, pp. 43-78.
15. "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.
16. "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).
17. "Religious Institutions and The Economics of Religion: Comment," *Journal of Institutional and Theoretical Economics*, vol. 153, 1997, pp. 150-158.
  18. "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.
  19. "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.
  20. "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.
  21. "Who Benefits from the Nonprofit Sector? Reforming Law and Public Policy Towards Nonprofit Organizations," *Yale Law Journal*, vol. 104, no. 3, December 1994, pp. 731-762.
  22. "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.
  23. "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.
  24. "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).
  25. "Organizational Reforms in Central and Eastern Europe: A Comparative Perspective," *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, pp.47-74).
  26. "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.
  27. "Why Do Nonprofit Organizations Engage in Barter Trade?" in David Hammack and Dennis Young (eds.), *Nonprofit Organization in a Market Economy*, Jossey-Bass, 1993, pp. 278-293.
  28. "Cooperation, Conflict, and Control in Organizations," in Samuel Bowles, Herbert Gintis and Bo Gustafsson (eds.), *Democracy and Markets: Participation, Accountability, and Efficiency*, Cambridge University Press, 1993, pp. 199-216.
  29. "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.
  30. "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.
  31. "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.
  32. "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, editor), The International Library of Critical Writings in Economics series, Edward Elgar Publishing, 2004.
  33. "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.
  34. "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.

35. "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.
36. "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.
37. "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.
38. "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.
39. "The Life Cycle of Worker-Owned Firms in Market Economies: A Theoretical Analysis," *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.
40. "Comparative Empirical Observations on Worker-Owned and Capitalist Firms," *International Journal of Industrial Organization*, vol. 6, March 1988, pp. 7-31.
41. "Producer Cooperatives: Why Do They Exist in Capitalist Economies?" in Walter Powell (ed.), *The Nonprofit Sector: A Research Handbook*, Yale University Press, 1987, pp. 434-449.
42. "Preferences in Communal Organizations," *Economica*, vol. 54, May 1987, pp. 207-221.
43. "Nonprofit Organizations: Why Do They Exist in Market Economies?" 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."
44. "On the Stability of the Cooperative Type of Organization," *Journal of Comparative Economics*, vol. 8, September 1984, pp.247-260.
45. "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.
46. "Changing Values and Preferences in Communal Organizations: Econometric Evidence from the Experience of the Israeli Kibbutz," in Derek Jones and Jan Svejnar (eds.), *The Economic Performance of Participatory and Self-Managed Firms*, Lexington Books, Lexington, 1982, pp. 255-286.
47. "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.
48. "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, Notes, and Conference Proceedings***

1. "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)
2. "Cooperatives" entry in *The Blackwell Encyclopedic Dictionary of Organizational Behavior*, edited by Nigel Nicholson, 1995.
3. "Privatization" entry in *The Blackwell Encyclopedic Dictionary of Organizational Behavior*, edited by Nigel Nicholson, 1995.
4. "Employee Ownership: An Overview of its Growing Incidence around the World" (with Derek Jones), in John F. Burton (ed.), *Proceedings of the Forty-Third Annual Meeting*, Industrial Relations Research Association Series, 1991, pp. 374-384.

5. "Birth, Change and Bureaucratization in Nonprofit Organizations: An Economic Analysis," 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.
6. "Labor-Managed and Participatory Firms: A Note," *Journal of Economic Issues*, vol. 18, December 1984, pp. 1189-1195.
7. Several introductions and prefaces to special journal issues and books I have edited.
8. Two brief articles in the *Minnesota Management Review*.
9. Reports to grant-making organizations.
10. Op-ed article in *Minneapolis Star-Tribune* on governance in nonprofit organizations (with T. Van Hoomissen), 1996
11. "Blurring the Boundaries: Will the Changing Economy Change Nonprofit Organizations?" (with L. Tradewell) *Nonprofit Times Financial Supplement*, June 2001.
12. "Straps and Traps in Hard Economic Times" (with L. Tradewell), *Nonprofit Times Financial Supplement*, February 2003.

### **Book Reviews**

1. Political Extremism and Rationality. Edited by Albert Breton, Gianluigi Galeotti, Pierre Salmon, and Ronald Wintrobe, Cambridge University Press, 2002. *Economica*, 2005.
2. Governance of Not-For-Profit Organizations. Edited by Edward Glaeser, University of Chicago Press 2004. *Nonprofit and Voluntary Sector Quarterly*, 2004 (Dec.) 33 (4): 739-748.
3. Affiliation in the Workplace: Value Creation in the New Organization, by Ron Eldson, Praeger Publishers (with Devasheesh Bhawe), *Journal of Asian Economics*, 2005
4. Values at Work, by George Cheney, Cornell University Press 2000, *Administrative Science Quarterly*, 2001.
5. 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.
6. 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.
7. 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.
8. 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.
9. 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.
10. The Nonprofit Economy, by Burton A. Weisbrod, Harvard University Press, 1988. *Economica*, vol. 56, no. 223, August 1989, pp. 413-414.
11. 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.
12. Soviet Economic Planning, 1965-1980, by F. Kushnirsky, Westview Press. *Journal of Comparative Economics*, vol. 8, 1984, pp. 98-100.
13. Economic Democracy, by J. Espinosa and A. Zimbalist, Academic Press, (with Egon Neuberger), *Journal of Comparative Economics*, vol. 4, 1980, pp. 238-241.

### **Research Projects**

For working papers, survey instruments and experimental protocols see:

<http://webpages.csom.umn.edu/hrir/abenner/web/papers.htm>

**I. "Healthy Work Organizations,"** with Richard Arvey and Theresa Glomb. Funded by NIOSH-CDC. This project evaluates the determinants of outcomes for employees and shareholders. A survey was

administered to more than 2000 companies, with more than 800 respondents. Employees (650 of them), supervisors and human resources managers were also surveyed in 39 of these companies. Analysis of the data is under way. The survey instruments are available on my website.

**II. “The Determinants and Consequences of the Organization of Work, Employee Participation in Financial Returns, and Employee Involvement in Decision Making on Firm Performance: Theory and Empirical Tests,”** with others (my current and former doctoral students and colleagues). Funded by Sloan Foundation, Center for Urban and Regional Affairs-University of Minnesota, and others. Surveys were administered in 1994-1996 to about 2000 companies with 861 valid responses. There are several papers (some published, others in progress) written with members of the research team, including:

- a series of papers on choice of HR practices and work systems and learning by organizations
- a series of papers on the determinants of workplace safety
- papers on the productivity and profitability effects of various HR practices
- learning by organizations
- technological change and the demand for skills.

Three doctoral theses were completed as part of this project, and a fourth is in progress. Papers and the survey instrument are available on my website.

**III. “The Evolution of Preferences: Theory and Empirics,”** with Louis Putterman (and my former doctoral students). Portions of this project have been funded by the Russell Sage Foundation. This project includes theoretical development of ideas on cooperation, reciprocity, trust and so on, as well as economic experiments. Several papers have been published (and are listed above). Papers, experiment protocols, and other information are available on my website.

**IV. “The Determinants of Identity, and the Effects of Self-Other Differentiation on Behavior,”** with colleagues and doctoral students. A paper, experiment protocol, and other information are available on my website. Additional work is in progress.

**V. “The Mixed Economy: Structure, Behavior and Performance of Organizations in the Three Sectors.”**

This project is funded by the Aspen Institute. The project is designed to understand the relative advantages and disadvantages of for-profit firms, government organizations, and nonprofit organizations in different industries and as they change over time. Data are now being collected on and from organizations from four industries where the three sectors coexist in Minnesota.

## **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 and not including *ex officio* memberships)**

### ***University***

- Member, University of Minnesota Senate, 2006-
- Member, University of Minnesota Urban Agenda Task Force, 2006-07
- 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-
- Member, University of Minnesota Hearing Officers' Panel, 1995-99
- Member, University of Minnesota Senate, 1994-99
- 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, Faculty Appointments and Promotions Committee, Carlson School of Management, Minnesota, 1994-7
- Member, Social Sciences Council, University of Haifa, 1984-85

### ***Department***

- Ph.D. coordinator, Industrial Relations Center, Minnesota, 2006-
- Chair, Search Committee, Industrial Relations Center, Minnesota, 2006-07
- Member, Compensation Committee, Industrial Relations Center, Minnesota, 1995-7, 2006-
- Chair, Organization Theory Area, Industrial Relations Center, Minnesota, 1988-2000
- Chair, Ph.D. Admissions Committee, Industrial Relations Center, Minnesota, 1995-96
- Chair, Curriculum Committee and Ph.D. Examinations Committee, Industrial Relations Center, Minnesota, 1992-93
- Member, Executive Committee, Industrial Relations Center, Minnesota, 1990-92
- Chair, Organization Theory Recruiting Committee, Industrial Relations Center, Minnesota, 1989-90, 1990-91
- Chair, Recruiting Committee, Harriman School, SUNY-Stony Brook, 1987-88.
- Acting Coordinator, Nonprofit Concentration, Harriman School, SUNY-Stony Brook, 1987-88.

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

- ASSA, Chicago, January 2007 (forthcoming)
- Association for Research on Nonprofit Organizations and Voluntary Action, Chicago, November 2006 (forthcoming) (two papers)
- HRM in Banking, Seoul October 2006

- 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
- Keynote Speaker, "The Public, Social and Cooperative Economy in the Context of Globalisation," 26<sup>th</sup> International Congress, CIRIEC, Istanbul, June 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.
- Keynote speaker, Conference on Increasing Returns and Economic Organization, Monash University, Australia, March 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.
- Keynote speaker, Ownership and Economic Performance Conference, Oslo, Norway, May 2000.
- Keynote speaker, Israeli Center for Third Sector Research Third Annual Conference, Israel, March 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, Upsalla, 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  
 Central European University (Budapest), 2006  
 Columbia, 1987  
 Cornell, 1981, 1984, 2006  
 Georgia State, 2004  
 Harvard, 1981

Hebrew University of Jerusalem, 1985  
Johns Hopkins, 1989  
Korea University, 2006  
London School of Economics, 1986, 1991, 2000, 2006  
Max Planck Institute Bonn, 2001  
Northwestern, 1991 (twice)  
Philanthropy Center, Indiana University, 1993  
Rutgers, 1981  
Southern Methodist, 1986  
Stanford, 1983  
Stony Brook, 1986, 1987, 2000  
Technion-Israel Institute of Technology, 1982  
Tel-Aviv, 1982, 1994 (thrice)  
University of Arizona, 1986  
Haifa, 1982, 1984, 1994  
Chicago, 1982  
Davis, 1981  
Maryland, 1989  
Monash, 2003  
Minnesota, 1988 (twice), 1989, 1990 (thrice), 1991 (twice), 1992, 1993, 1994, 1995, 1996, 1997, 2002, 2003, 2004  
Penn, 1981, 1982, 2006  
University of Venice, 1994  
University of Wisconsin-Madison, 2006  
Williams College, 1980  
Yale, 1980 (twice), 1981, 1982, 1993 (twice)

## **Other Professional Activities**

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

#### ***Journals***

*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; Industrial and Labor Relations Review; Industrial Relations; International Economic Review; International Review of Economics and Finance; International Sociology; Journal of Development Economics; Journal of Economic Literature; Journal of Economic Behavior and Organization; Journal Institutional and Theoretical Economics, Journal of Labor Economics; Journal of Socio-Economics; Journal of Theoretical Politics; Labour Economics, Naval Logistics Research Quarterly; Nonprofit Management and Leadership; Nonprofit and Voluntary Sector Quarterly; Voluntas-International Journal of Voluntary and Nonprofit Organizations*

#### ***Presses***

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

#### ***Foundations and Research Agencies***

The National Science Foundation; Social Sciences and Humanities Research Council of Canada; 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)

**Member**

American Economic Association; Association for Comparative Economic Studies; Labor and Employment Relations Association (*ex* Industrial and Labor Relations Association); Association for Research on Nonprofit Organizations and Voluntary Action; Society for the Advancement of Socio-Economics

**Board of Directors, Executive Committees, and Advisory Councils Memberships**

- 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-
- Member, Executive Board of Directors, Twin Cities Area Labor Management Council, 2002-06
- Member, Research Advisory Council, National Center for Nonprofit Enterprise, 2000-
- Member, Executive Board, Association for Comparative Economic Studies, 1999-2000
- Chair, Advisory Council for the Labor Policy Center, University of Minnesota, 1997-
- Member, Human Resources Executive Council of the Twin Cities, Minnesota, 1997-, Treasurer 2003-2004
- Director, University of Minnesota-Twin Cities AAUP chapter, 1997-1999
- Director, Wedge Community Cooperative, 1996-98

**Languages**

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

**Citizenship**

United States, Israel.