

Kelso Fellowships Announced

Each year, the Employee Ownership Foundation funds fellowships to support academics who are conducting research on ESOPs and employee ownership. The fellowships are part of a program administered by Rutgers University that includes 30 fellowships.

The fellowships funded by the Foundation are named for Joseph Cabral, Robert W. Edwards, and Louis O. Kelso. The 2017-2018 fellows are:

Joseph Cabral Distinguished Scholar and Fellow (1)

Francesco Bova

Associate Professor, Department of Accounting, Rotman School of Management, University of Toronto

Education: Ph.D. and M.B.A., Accounting, School of Management, Yale University

Research Topic: The Impact of Broad-based Employee Ownership on Firm-level Outcomes Related to Corporate Governance, Risk-taking, and Sustainability

Methodology: Analytical and quantitative methods using different datasets

Robert W. Edwards Fellow for the Advanced Study of Employee Stock Ownership (1)

Nancy Wiefek

Research Director, National Center for Employee Ownership

Education: Ph.D., Political Science, Pennsylvania State University

Research Topic: Analysis of Wages and Wealth of Low-wage and Diverse Employees with Employee Stock Ownership

Methodology: Quantitative analysis of the National Longitudinal Surveys sponsored by the Bureau of Labor Statistics, U.S. Department of Labor

Louis O. Kelso Fellows (6)

Teresa Boyer

Founding Director, Anne Welsh McNulty Institute for Women's Leadership and

Associate Professor of Education and Counseling, Villanova University

Education: Ed.D., Education, University of Alabama

Research Topic: Gender, Leadership, and Inclusive Capitalism: Female CEOs of ESOPs

Methodology: Qualitative interviews and analysis of company data

Alex Brill

Research Fellow, American Enterprise Institute; former Chief Economist, U.S. House of Representatives, Committee on Ways & Means; former Staff Economist, White House Council of Economic Advisors

Education: M.A., Mathematical Finance, Boston University

Research Topic: Human Capital Accumulation and Employee Ownership

Methodology: Quantitative analysis of the General Social Survey and other datasets

David Calnitsky

Social Sciences and Humanities Research Council Postdoctoral Fellow, Departments of Sociology and Community Health Sciences, University of Manitoba

Education: Ph.D. candidate, Sociology, University of Wisconsin-Madison

Research Topic: The Labor Market and Its Alternatives: Investigating Manitoba's Mincome (Basic Income) Experiment

Methodology: Quantitative analysis of survey data collected by the Canadian Government during the experiment

Suzanne Cromlish

Lecturer, Department of Management, Graham School of Management, Saint Xavier University

Education: Ph.D. candidate, Management, Case Western Reserve University

Research Topic: An Analysis of the Performance of Acquisitions of Companies by ESOPs

Methodology: Statistical analysis of surveys and qualitative interviews and case studies

Joo Han

Assistant Professor and Morgan Stanley Fellow, Department of Human Resource Management, School of Management and Labor Relations, Rutgers University

Education: Ph.D., Business and Management, Robert H. Smith School of Business, University of Maryland

Research Topic: The Micro-Foundations of the Effects of Employee Stock Ownership Plans: Focusing on Employee Perceptions of Empowerment, Fairness, and Identity

Methodology: Quantitative analysis of 1,052 companies in the Great Place to Work dataset from 2006 – 2011

Jung Ook Kim, a SMLR Ph.D. student, will be announced at the 2018 Kelso Workshop as the recipient of the sixth Louis O. Kelso Fellowship.

<https://smlr.rutgers.edu/faculty-staff/jung-ook-kim>