

About the authors

Nicolas Aubert is a professor at Aix-Marseille University (France). He holds a PhD and accreditation to supervise research in management sciences. He is a faculty fellow and mentor of the Rutgers University Institute for the Study of Employee Ownership and Profit Sharing. He is a member of the Scientific Council of the French Federation of Employee Shareholder Associations and participates in the jury of the Grand Prix de l'Actionnariat salarié, which distinguishes each year the best practices of French companies in the field of employee share ownership. His research on employee ownership has been published and presented in France and abroad and has been awarded the prize for the best thesis in finance by the French Finance Association and the Eurofidai data award.

José Bayardo Pérez Arce holds a master's degree in Peace and Justice Studies from the University of San Diego, CA. He collaborates with the Institute of Critical Studies 17 in Mexico City and is a professor of philosophy. He has worked on projects for the reconstruction of the social fabric both in rural areas and in urban spaces, especially with communities affected by violence, job insecurity, and marginalization, from where he has delved into the relationship between daily life, religion, capitalism, and violence, from the thought of Marx, Walter Benjamin, and anarchism.

Joseph Blasi is J. Robert Beyster Distinguished Professor and director of the Institute for the Study of Employee Ownership and Profit Sharing at the School of Management and Labor Relations at Rutgers University. He is an economic sociologist and teaches undergraduate and graduate courses on corporate governance. His work includes economic sociology, social and economic history, and public policy, particularly focused on the issue of capital shares, namely, broad-based employee stock ownership, profit sharing, gain sharing, and stock options in corporations, countries, industries,

and regions, for example, with a recent study of Silicon Valley and work on different historical periods of American history. He is currently a Visiting Associate at the School of Historical Studies at the Institute for Advanced Study. He also serves as a Senior Fellow at The Aspen Institute.

Mariana Comellini graduated with a degree in Education Sciences from the National University of Quilmes. Scholarship researcher at the Cultural Center for Cooperation. Her main lines of research are linked to the economic and commercial management of organizations, planning, training, and intervention in social, educational, and productive projects within the framework of the popular, social, and solidarity economy in Argentina.

Chris Cooper has a degree in Political Science from Kent State University. He is the director of the Ohio Employee Ownership Center at Kent State University. He focuses primarily on ownership culture education and training, working with business owners on succession planning and sales to employees, and business development and employee-owned start-ups. He co-authored *Sustainable jobs, sustainable communities: The union co-op model* with Rob Witherell of USW and Michael Peck of Mondragon, and he and Michael Palmieri co-wrote “Succession planning, employee ownership, and baby boomer business retirements” for the *Economic Development Journal of the International Economic Development Council*. He has also contributed to various business publications and blogs, and recently completed a new book for business owners on ownership succession and employee ownership.

Miguel Cordova is associate professor of the Management Department at Pontificia Universidad Católica del Perú. He holds a PhD in Strategic Management and Sustainability. His research interests are sustainability, sustainable supply chain management, power and influence in organizations, corporate governance, and entrepreneurship. He was visiting professor at Insec Business School in Paris, Universidad del Desarrollo in Santiago de Chile, ESADE in Barcelona, and UDEM in Monterrey. He is associate editor at the *International Journal of Sustainability in Higher Education*, and deputy editor at *360 Journal of Management Sciences*. He is Resources Vice-Chair at Teaching & Education SIG in the Academy of International Business and serves as Peru Country Director for Latin America and the Caribbean.

Verónica Cortiñas graduated in Sociology from the University of Buenos Aires. Scholarship researcher at the Cultural Center for Cooperation. Her main lines of research deal with the economic and commercial management of organizations, planning, training, and intervention in social, educational, and productive projects within the framework of the popular, social, and solidarity economy in Argentina.

Fred Freundlich holds a doctorate in Education from Harvard University, Cambridge, United States. He is a researcher at the LANKI Institute of Cooperative Studies, Faculty of Humanities and Education Science, and a professor at the Faculty of Business, Mondragon Unibertsitatea. He has taught courses on cooperatives, shared ownership firms, and organizational culture, and was a co-founder of Mondragon University's master's degree on cooperative enterprise and social business management. His research focuses on the psychosocial and organizational effects of shared ownership of an enterprise and on participants' experience during and after ownership education courses and processes.

Gonzalo Hernández Gutiérrez holds a Ph.D. in Advanced Management of Organizations and Social Economy from the University of Mondragon, Spain, a master in Development Studies from Université Catholique de Louvain, a master in Social Economy from the University of Mondragon, and a master in Management of Social Economy Organizations from the Universidad Iberoamericana de Puebla. He is currently a researcher and professor at ITESO, where he coordinates the Basic Academic Unit of Economics. He is also a fellow at the University of Rutgers and visiting professor at the Universidad Iberoamericana. He has more than twenty years of experience nationally and internationally in projects, teaching, and research on topics linked to the social economy. His lines of research focus on employee ownership and purpose-driven businesses from a social economy perspective.

Douglas L. Kruse holds a Ph.D. in Economics from Harvard University. He conducts econometric studies on employee ownership, profit sharing, disability, worker displacement, pensions, and wage differentials. Professor Doug Kruse's book *Profit sharing: Does it make a difference?* won Princeton's Richard A. Lester prize as the year's Outstanding Book in Labor Economics

and Industrial Relations. His recent co-authored books include *The citizen's share: Reducing inequality in the 21st century* (Yale University Press) with Joseph R. Blasi and Richard B. Freeman. He served as senior economist at the White House Council of Economic Advisers in 2013-2014. He is also a research associate with the National Bureau of Economic Research (Cambridge, MA), a research fellow at IZA—The Institute for the Study of Labor (Bonn, Germany).

Diógenes Lagos Cortés has a Ph.D. in Administration Sciences from the National University of La Plata, Argentina. He is a researcher in the Family Businesses and Corporate Governance group at INALDE Business School, Universidad de la Sabana, Colombia. He is also a postgraduate professor in different faculties of the same university. He is recognized as a junior researcher by the National System of Science, Technology, and Innovation in Colombia. His research interests span studying corporate governance, corporate social responsibility, family business, and sustainability.

Ion Lezeta Ruiz de Alegría, MS, earned his master in Psychology from the National Distance-Learning University in Spain. He is a professor/researcher at the LANKI Institute of Cooperative Studies, Faculty of Humanities and Education Science, Mondragon Unibertsitatea, where he coordinates the University's graduate certificate on cooperative enterprise, facilitates organizational change processes in Mondragon cooperatives, and teaches undergraduate and masters level courses on cooperatives and organizational culture. He is in the final phase of his doctoral program at Mondragon University and his thesis examines transformational learning and the effects of a variety of cooperative ownership education processes on learners and their cooperative firms.

Maite Legarra, PhD, earned her doctorate at the Faculty of Business, Mondragon Unibertsitatea in Oñati, the Basque Country, Spain. She is a professor/researcher at the Faculty of Business and coordinates and teaches in its Masters in Strategic Talent Management, as well as co-teaching multidisciplinary undergraduate business courses. Her research and transfer work are centered on attraction and strategic management of talent, organizational communication in cooperatives, predictors of organizational performance

and worker well-being in cooperative firms, and cooperatives' responses to the COVID-19 pandemic.

Aitzol Loyola, PhD, did his doctoral work in Sociology at the University of the Basque Country in Leioa, The Basque Country, Spain. He is a professor/researcher at the LANKI Institute of Cooperative Studies, Faculty of Humanities and Education Science, Mondragon Unibertsitatea. He designs and teaches multiple cooperative ownership education programs and processes as well as undergraduate and graduate level courses on cooperatives, innovation and social transformation, and qualitative research methods. The focus of his research is currently on co-responsibility among Mondragon cooperative members and the various organizational factors and contexts that influence it.

Bill Nobles earned a B.S. in Chemical Engineering from the University of Mississippi. His 35-year career with Exxon Corporation ended as corporate vice president of Information Systems. Since retiring, he has served as an executive fellow with the Rutgers School of Management and Labor Relations and mentored retiring veterans with the American Corporate Partners organization. He co-authored the book *Questioning corporate hierarchy* with Paul Staley.

Michael Palmieri is program coordinator at the Ohio Employee Ownership Center (OEOC) and Fellow at the Rutgers Institute for the Study of Employee ownership and Profit Sharing. He is pursuing a Ph.D. at Kent State University's Political Science Department, where he studies American Politics and Public Policy. His dissertation, focuses on the economic and political benefits employee-owned companies provide to workers and society.

Rolando Roncancio Rachid is a Ph.D. in Government and the Culture of Organizations from the Institute of Business and Humanism of the University of Navarra, Spain. He is the rector of the University of La Sabana, Colombia. He is also a strategy and corporate governance professor at INALDE Business School. He is a researcher in the Family Businesses and Corporate Governance group at INALDE Business School. His research interests encompass the study of corporate governance and sustainability.

Frank Shipper earned a Ph.D. in Business from the University of Utah. He is a lecturer on employee ownership and an awarding-winning researcher. He has spoken to the Haier Group in China, at Oxford University on multiple occasions, and at conferences throughout the United States. In addition, he has received Kelso and Ruble Fellowships from Rutgers, many grants, and a Regents' Award for Excellence in Research. His work has appeared in top-tier journals. Moreover, he is coauthor of *Shared entrepreneurship: A path to engaged employee ownership*. It received the William Foote Whyte and Kathleen King White Book Prize for its "contribution to the advancement of economic democracy." Furthermore, he is a professor of Management Emeritus at the Perdue School of Business, Salisbury University.

Dan Weltmann is an assistant professor of Human Resources Management at Western Connecticut State University —The Ansell School of Business. His interests are in the areas of employee stock ownership, organizational behavior, and human resources management. His previous research in employee stock ownership was published in the *Journal of Participation and Employee Ownership*, *Human Resource Management*, and most recently in the *Journal of Industrial and Labor Relations Review*. This research dealt with the way employee stock ownership functions within HR systems, as well as how it interacts with other fields, such as organizational behavior and leadership, economics, compensation, and innovation.

Rodrigo Zuloaga Fernández del Valle earned a B.A. in International Trade from ITESO University. Founder of Centro de Capital Incluyente (capital-incluyente.org). He is an employee ownership advocate who aims to increase the prevalence, reach, and impact of employee ownership in Mexico and Latin America. Co-founder of SOMOS Amigos Inc., a food startup where team members have a stake in the outcome. Former vice president of New Product Development at KIND Snacks.