

Honors, Fellowships, & Grants for Work on Employee Ownership

Co-author of the runner-up entry in the 2020 Emerald Best Case Award Competition. “John Lewis Partnership Approaching 100 Years – What Now?”

Invited contributor in 2020 to Oxford Bibliographies in Management. Ed. Ricky Griffin. New York: Oxford University Press,

Winner of the 2018 John Molson M.B.A. International Case Writing Competition, Shipper, F. & Hoffman, R. C. “John Lewis Partnership and Brexit or Not – What Now?”

Shared Entrepreneurship: A Path to Engaged Employee Ownership featured on the Aspen Institute website

USM Regents’ Faculty Award for Research/Scholarship/Creative Activity 2014

Kevin E. Ruble Fellowship by Rutgers University 2013-2014

A Rosen Ownership Opportunity Fund (ROOF) Grant, January 2012

“Everyone a Team Leader: Shared Influence at W. L. Gore & Associates” reported by ScienceDirect to be one of the Top 25 Most Downloaded Articles for the 2009-2010 Academic Year

Louis O. Kelso Fellowship by Rutgers University, 2010-2011

Sources

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Hoffman, R. C., & Shipper, F. (2018). “Shared Core Values of High Performing Employee-Owned Enterprises.” **Journal of Management, Spirituality & Religion**, 5(1), 285-304, DOI: <https://doi.org/10.1080/14766086.2018.1482474>.

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Kurtulus, F. A., & Kruse, D. L. 2017. How did employee ownership firms weather the last two recessions? *Employee ownership, employee stability, and firm survival: 1990-2011*.

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Employee Ownership with a High-Involvement Culture A Win-Win-Win-Win Proposition

by
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Regents’ Research Award Winner



Employee Ownership with a High-Involvement Culture, A Win-Win-Win-Win Proposition for

Profits

- Higher Profits
- Faster Growth
- Higher Innovation
- Higher Productivity
- Lower Susceptibility to Recessions
- Faster Recovery from Recessions
- Tax Advantages

People

- Greater Job Stability
- Higher Compensation
 - Greater Wealth
- Larger Retirement Nest Eggs
- Higher Engagement
- Broader Prosperity
- Values Orientation
- More Vibrant Culture

Planet

- Environmentally Friendly Practices
 - Recycling
- Leaders in Energy and Environmental Design
 - Physical Stability

Politics

- More Vibrant Economy
- Greater Involvement
- More Tax Revenue
- Lower Need for Taxes
 - Less Economic Inequality
- Bipartisan Support

