Acknowledgments

Any large-scale research project on employee ownership includes the ideas and the hard work of many people whose names do not appear on the title page or table of contents. This book is no exception. It represents the input of practically all staff members at the Ohio Employee Ownership Center (OEOC). The commentary throughout is informed by our collective experience working with Ohio’s employee-owned companies. Many of the questions we raise reflect the queries we receive regularly from these companies as they seek to benchmark themselves against other firms.

Although the book draws on a wealth of Ohio experience, most of the data reported are derived from a total population survey of Ohio firms that have adopted Employee Stock Ownership Plans (ESOPs). It too involved many of the staff and Kent State University faculty associates of the OEOC. The questionnaire design was done by Dan Bell, Catherine Ivancic, and John Logue, and it was piloted by a number of firms in Ohio’s Employee-Owned Network. Ivancic and Selma Ford compiled the list of firms to be surveyed. Data collection, coding, and inputting were done by Ford and Heather Cross and codebook design by Ford under Logue’s guidance. Cross input the data, assembled and cleaned the frequency distribution tables, and did some of the analysis underlying the initial report on the survey (Logue and Cross 1993); she also had primary responsibility for Appendix 2. Chris Cooper designed several of the graphs and checked citations. Leslie Schug prepared the index. Steve Clem developed the Ohio labor market statistics used in Chapter 1. Although the primary authors were involved to some degree throughout the writing of
this book, credit for Chapter 2 is primarily due to Karen Thomas and Jennifer Maxwell; and it is credited to them explicitly. John Logue authored the Introduction, Chapter 1 and the methodological appendix, and collaborated with Jacquelyn Yates on Chapters 3 and 6. Yates is the primary author of Chapters 4 and 5. Data analysis for all the chapters was done primarily by Jacquelyn Yates, whom the other authors thank. Yates appreciates the suggestions of Karen Thomas and John Logue on Chapter 3 and of Steve Clifford on Chapter 4.

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We have drawn on several previous publications of the survey results. In addition to the preliminary report cited above, these include Logue and Thomas 1994; Logue and Yates 1999; and Yates 2000. Our thanks to the Urban Center at Cleveland State University, Economic and Industrial Democracy, and the Journal of Employee Ownership Law and Finance for permission to reuse portions of this material in altered form.

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John Logue and Jacquelyn Yates