

# Curriculum Vitae

## Philip Pablo Mellizo

### Contact

Department of Economics  
The College of Wooster  
301A Morgan Hall  
Wooster, OH 44691, U.S.A.  
Office Tel: (330) 263-2392  
Email: [pmellizo@wooster.edu](mailto:pmellizo@wooster.edu)

### Education

Ph.D. Economics, University of Massachusetts – Amherst, (2010)  
Dissertation Title: Essays on Behavioral Labor Economics  
M.A. Economics, University of Massachusetts - Amherst, (2005)  
Field Exams: Microeconomics and Development Economics  
B.A. Economics and Spanish, University of Wyoming, (May 2002)

### Academic Appointments

2016-present Associate Professor, Department of Economics, The College of Wooster  
2021-2024 Chair of the Department of Economics, The College of Wooster  
2018-2020 Joseph Cabral Distinguished Scholar, Institute for the Study of Employee Ownership and Profit Sharing, School of Management and Labor Relations, Rutgers University  
2011-2012 Louis O. Kelso Fellow, School of Management and Labor Relations, Rutgers University  
2010-2016 Assistant Professor, Department of Economics, The College of Wooster

### Visiting Fellow (1-3 months)

Fall 2025 Visiting Scholar, Laboratorio de Economía Experimental y del Comportamiento, (LINEEX), Universidad de Valencia  
Fall 2017 Visiting Scholar, Centre for Experimental Economics, (CEE), University of Copenhagen  
Fall 2017 Visiting Scholar, Laboratorio de Economía Experimental (LEE), Universidad Carlos III  
Fall 2013 Visiting Scholar, Centre for Decision Research and Experimental Economics (CeDEx), Nottingham University  
Fall 2013 Visiting Scholar, Groupe d'Analyse et de Théorie Economique (GATE), Lyon

### Research

#### *Published or Forthcoming*

“Do Group Incentives Enhance Coworker Helping? An Experimental Evaluation.” *International Review of Applied Economics*, (2025) doi: 10.1080/02692171.2026.2624633

“Employee Ownership: A View from the Lab.” *International Review of Applied Economics*, 1–14 (2024) <https://doi.org/10.1080/02692171.2024.2433430>

“Production from One, Distribution to All? Examining Effort-Based Desert in a Controlled Lab Study.” with Michael Carr, *Review of Radical Political Economics*. 2022;54(1): 44-58. doi:[10.1177/04866134211043566](https://doi.org/10.1177/04866134211043566)

“Do Consumers Value Employee Ownership? Evidence from an Experimental Auction.” *Journal of Participation and Employee Ownership*, 1(2/3): 162-190. (2018).  
Selected by the editorial team as Highly Commended in the 2019 Emerald Literati Awards.

"The Effect of Endogenous Endowments: Evidence from a Mini-Ultimatum Game," with Michael Carr. *Economics Bulletin*, 37 (4): 2552-2560 (2017)

"Ceding Control: An Experimental Analysis of Participative Management" with Jeffrey Carpenter and Peter Hans Matthews. *Journal of the Economic Science Association*, 3 (1): 62-74 (2017).

"Reference-Dependent Preferences and Labor Supply in Historical Perspective," with Daniel MacDonald. *Journal of Behavioral and Experimental Economics*, 69 (Aug) 117-124 (2017).

"Workplace democracy: current state and future directions of the literature," with Michael Carr. (2015). In *The Elgar Companion to Social Economics, Second Edition*. Eds. John Davis & Wilfred Dolfsma, Cheltenham, UK: Edward Elgar Publishing

"Workplace Democracy in the Lab," with Jeffrey Carpenter and Peter Hans Matthews. *Industrial Relations Journal*, 45(4): 313-328 (2014)

"Can Group-Incentives without Participation Survive the Free-Rider Problem? A View from the Lab," *Advances in Economic Analysis of Participatory and Labor-managed Firms*, (14), 27-59 (2014).  
Outstanding Author Contribution in the 2014 Emerald Literati Network Awards for Excellence

"The Relative Effect of Voice, Autonomy, and the Wage on Satisfaction with Work," with Michael Carr. *The International Journal of Human Resource Management*, 24 (6), 1186-1201(2013).

### **Working papers**

"Willingness to Pay for Food Safety: Evidence from an Experimental Valuation Auction" (with Amyaz Moledina)

### **Grants Received**

*Food and Agricultural Organization of the United Nations* for the project "Methodologies to Assess Willingness to Pay for Food Safety in Low-Income Countries: A Literature Review and a Pilot Experimental Valuation Auction." (January 1, 2022 – December 31, 2023)

*Hewlett Mellon Fund* to organize a series of lectures and workshops aimed to highlight interdisciplinary approaches to the humanities and social sciences (July 1, 2011-August 15, 2012)

*UMB Proposal Development Grant* to fund the research project: Worker Control and Owner Investment: An Experimental Investigation into the Effect of Residual Claimancy on Productivity (July 1, 2010-June 30, 2011)

*Ralston Grant for Faculty Development* (Summer 2011)

*National Science Foundation – Doctoral Dissertation Improvement Grant* to fund the research project: An Experimental Investigation of Workplace Democracy (Grant # 0752822, April 2008-April 2009).

*Sheridan-Barber Research Grant* -- Awarded to “conduct laboratory experiments on the effects of job security on the performance of workers” May, 2008.

## Fellowships and Awards

*2019 Emerald Literati Award of “Highly Commended”* for the piece, “Do Consumers Value Employee Ownership? Evidence from an Experimental Auction.” *Journal of Participation and Employee Ownership*, 1(2/3): 162-190. (2018).

*Joseph Cabral Distinguished Scholar and Fellowship* for “two years of study of employee ownership, profit sharing, and broad-based equity compensation in the corporation and in the society of the United States” (2018-2020).

*Outstanding Author Contribution in the 2014 Emerald Literati Network Awards for Excellence* for the piece “Can Group-Incentives Without Participation Survive the Free-Rider Problem? A View from the Lab,” *Advances in the Economic Analysis of Participatory & Labor-Managed Firms*, 14, 27-59.

*Louis O. Kelso Fellowship* “awarded to outstanding scholars studying the topic of broadened [employee] ownership of capital in a democratic society” (2011-2012)

*Rutgers School of Management and Labor Relations Research Fellowship* to fund “the study of employee ownership, profit sharing, and broad-based stock options in the corporation and in society in the United States.” June 1, 2010 – May 31, 2011.

*Political Economy Research Institute Dissertation Fellowship*, (Spring 2008).

*ALANA Fellowship* recipient (UMass 2002-2003 Academic Year)

## Teaching Interests

Behavioral Economics, Game Theory, Political Economy, Labor Economics, Experimental Economics, Microeconomics, Economic Development, Organization of the Firm

## Teaching Experience

**College of Wooster:** *Organization of the Firm* (SP2024), *Agency in Economics* (SP2011, FA2011, SP2013, SP2014, FA2015, SP2017, FA2018, FA2019, SP2021, FA2021, FA2023, SP2025), *Intermediate Microeconomics* (FA2010, SP2011, FA2011, FA2012, FA2014, SP2016, FA2016, SP2018, FA2018, FA2019, SP2021, FA2021, SP2022, FA2023, SP2025), *Labor Economics* (FA2010, SP2012, FA2014, FA2016, SP2019, SP2020, FA2022, FA2024), *Principles of Economics* (SP2012, SP2013, SP2014, SP2015, FA2016, SP2017, SP2018, SP2019, SP2020), *Economic Development* (SP2015, SP2016), *First-Year Seminar* (FA2012, FA2015, FA2024), *Junior Research Seminar* (SP2011, SP2012, SP2014, SP2015, SP2016, SP2017, SP2018, SP2019, SP2020, SP2021, SP2022, SP2023, SP2024)

**Senior Thesis Advisees (2010-2025):** Zannah Stoemer, Mike Reddick, Margaret Cox, Sam Cooke, Adam Heurish, Daniel Terhune, Keenan King, Seth White, Michael Peters, Devin Giles, Steven Crozier, Stephanie Woodring, Kenneth Vance, Jianhong John Wu, PJ Dalhman, Khoa Dao, Michael Mays, Josh Kipfer, Andrew Pfeuffer, Douglass Small, Yazan Herzallah, Alex Rentzepis, Shelby Bretschger, Emily Foley, Unnati Singhania, Samuel Waters, Davis Elkins, Yichen Tang, Jeremy Smucker, Jordan Stone, Eric Bulic, Leonard Wine, Muyao Li, Akari Sato, Clark Morin, Anushkaa Gupta, Jacob Lautman, Ezana Kiros, Joseph Kemp, Justin Clement, Junbo Huang, Kate Yordy, Ben Schrock, Nebyou Minassie, Mekdes Shiferaw, Nana Abena Adu-Boahen, Scott Presley, Bee Bi, Zineb

Sair, Eddie Papp, Oumaima Ihiri, Giselle Rivera, David Dennis, TJ Harper, Zhenze Cai, Krishang Nayak, Isiah Kidd, Ashton Price, Piper Farrell, Aidan Sheil, Edwige Rwagasana, Alexander Linderman)

**University of Massachusetts-Amherst:** *Behavioral Economics* (Spring 2010, Spring 2009), *Game Theory* (Fall 2009), *Introduction to Macroeconomics* (Fall 2007), *Introduction to Microeconomics* (Spring 2007), *Economic Development* (Summer 2007, Spring 2006), *Intermediate Macroeconomics* (Fall, 2006), *Intermediate Microeconomics* (Summer 2005, Spring 2005).

## Invited Seminars and Conference Presentations

**Mid-Year Fellows Workshop in honor of Louis O. Kelso**, Rutgers University (January 10, 2026) "Do Group Incentives Mitigate the Gendered Provision of Low Promotability Work Tasks?"

**Universitat de València**, Facultat d'Economia (**November 14, 2025**) "The Behavioral Economics of Employee Owned Firms".

**The Silicon Valley Symposium**, San Jose, CA June 10, 2024) "A Comparative Audit Study of Employee Owned Firms."

**ESA World Meeting**, Lyon, France (June 28, 2023) "Co-Worker Helping in the Lab. Preliminary Evidence."

**Western Washington University** (May 21, 2021), "The Efficacy of Personnel Incentives in Democratic Enterprises: Evidence from the Lab."

**European Network of Workplace Democracy** (March 25, 2021), "The Efficacy of Personnel Incentives in Democratic Enterprises: Evidence from the Lab"

**International Association for the Economics of Participation & Foundation for Enterprise Development Beyster Fellows Symposium** (June 2020), "Research update: An Experiment to Evaluate Co-Worker Helping Under Financial Participation"

**Mid-Year Fellows Workshop in honor of Louis O. Kelso**, Rutgers University (January 12, 2020) "An Experiment to Evaluate Co-Worker Helping Under Financial Participation"

**The College of Wooster Faculty Research Luncheon Series** (November 19, 2019), "Does Employee Ownership Support Organizational Citizenship Behavior?"

**University of Northern Colorado** (January Feb 1, 2018), "The Behavioral Economics of Shared Capitalism, Profit Sharing, and Participation."

**University of Copenhagen** (September 27, 2017), "The Behavioral Economics of Shared Capitalism, Profit Sharing, and Participation."

**Foundation for Enterprise Development Beyster Fellows Symposium** (June 2017), "Do Consumers Value Employee Ownership? Evidence from an Experimental Auction"

**London Experimental Workshop**, Middlesex University, London, November 10-11, 2016. "Ceding Control: An Experimental Analysis of Participatory Management"

**University of Utah**, Salt Lake City, January 21, 2016. "Ceding Control: An Experimental Analysis of Participatory Management."

**Labor Employment Relations Association**, ASSA/AEA Meetings, Boston, January 3, 2015. "Employee Ownership: A View from the Lab."

**The College of Wooster Faculty Research Luncheon Series**, September 18, 2014. "Behavioral Labor Economics in Historical Context: Labor Supply Decisions under Transitory Wage Contracts of the 'Mill Girls' of Lawrence, Massachusetts."

**Mid-Year Fellows Workshop in honor of Louis O. Kelso**, Rutgers University, January 12-14, 2014. "The Effects of Participative Management on Performance: An Experimental Analysis"

**Groupe d'Analyse et de Théorie Economique (GATE)** CNRS, University Lumière Lyon 2, University Claude Bernard Lyon 1, University Jean Monnet -St Etienne and Ecole Normale Supérieure de Lyon. Lyon, France, Nov. 25, 2013. "Reference-Dependent Preferences and Labor Supply in Historical Perspective."

**Groupe d'Analyse et de Théorie Economique (GATE)** Experimental Economics Seminar. Lyon, France Nov.17, 2013. "Skin in the Game: Exploring Membership Buy-In as a Commitment Device in Team Production."

**Drexel University, Economics and International Business Seminar Series**, June 10, 2013, "The Efficacy of Cooperative and Participatory Firm Institutions: A View from the Lab."

**Mid-Year Fellows Workshop in Honor of Louis O. Kelso and Beyster Symposium**, Rutgers University, January 13-15 2013, "Democracy as Gift-Exchange: A View from the Lab."

**International Association for the Economics of Participation**, July 14, 2012, Rutgers' School of Management and Labor Relations, "Shared Compensation without Participation-An Experimental Analysis."

**Mid-Year Fellows Workshop in Honor of Louis O. Kelso and Beyster Symposium**, La Jolla, CA December 9, 2011, "Building Team Identity with Team Incentives: Evidence from the Lab"

**International Confederation of Associations for Pluralism in Economics**, Amherst, MA, November 11-13, 2011. "Building Team Identity with Team Incentives: Evidence from the Lab"

**International Confederation of Associations for Pluralism in Economics**, Amherst, MA, November 11-13, 2011. "Entitlement and Exploitation in the Lab," (with Michael Carr)

**Foundation for Enterprise Development Beyster Fellows Symposium** (June 2011), "Experimental Study in the Economics of Employee Ownership"

**Mid-Year Fellows Workshop in honor of Louis O. Kelso**, Rutgers University, February 24-25, 2011. "Using Experiments to Investigate Shared Capitalism and Productivity"

**Eastern Economic Association Meetings**, New York, February 26th, 2011. "Decision-Control Rights under Incomplete Contracts," with Michael Carr (UMass-Boston) and Wesley Pech (Wofford College)

**Economic Theory Workshop**, UMass-Amherst, November 15th, 2011. "Decision-Control Rights under Incomplete Contracts," with Michael Carr (UMass-Boston) and Wesley Pech (Wofford College)

**Foundation for Enterprise Development Beyster Fellows Symposium** (June 2010), Using Experiments for the Study of Employee Ownership and Employee Control.

**Economic Science Association**, Tuscon, AZ, (November 2009), An Experiment Evaluating Decision-Control Rights and their Effect on Performance.

**Eastern Economics Association Meetings**, New York City, (February 2009), Who's the Boss? Does it Matter? An Experiment Evaluating Decision-Control Rights and their Effect on Performance.

**Eastern Economics Association Meetings**, New York City, (February 2009), The Effects of Unemployment, Wage Inequality, and Voice on Job Satisfaction, Effort, and Firm Performance (with Michael Carr).

**UMass-New School Graduate Workshop**, New School for Social Research, (November 2008), An Experimental Investigation of Workplace Democracy.

**UMass Faculty and Graduate Student Conference**, (March 2008), "Motivation."

## Professional Service

**Midyear Fellows Workshop in Honor of Louis O. Kelso**, (January 10, 2026) Discussant for Miguel de la Fuente-Cosgaya, "Mondragon Making Sense: Or how cooperative training programs can contribute to strengthening cooperative identity."

**Employee Ownership Ideas Forum** (June 14, 2023) United States Capitol Visitor Center and Aspen Institute

**Midyear Fellows Workshop in Honor of Louis O. Kelso**, (January 16, 2022) Discussant for Andrew Souther "Employee Participation, Productivity & Public Goods: A Real Effort Experiment."

**Foundation for Enterprise Development Beyster Fellows Symposium**, (June 2021), Discussant for Dan Weltman's paper entitled "*Profit Sharing and Emotional Contagion: Can Attitudes Catch On?*"

**Mid-Year Fellows Workshop in honor of Louis O. Kelso** (January 2020), Discussant for Avner Ben-Ner Body of Work Presentation.

**Foundation for Enterprise Development Beyster Fellows Symposium**, (June 2020), Discussant for Colin Birkhead's paper entitled "*Is Employee Ownership Good for the Managerial Class, Too? Assessing the Effect of Employee Ownership on Corporate Short-Termism*"

**Mid-Year Fellows Workshop in honor of Louis O. Kelso**, Rutgers University, (January 16, 2019), Discussant for Jung ook Kim's paper entitled "*Design on Collective PFP and the Free-Rider Problem*"

**Foundation for Enterprise Development Beyster Fellows Symposium** (June 29, 2018) Economics Roundtable Discussion on Nicolas Aubert's paper entitled "*Employee Stock Ownership in the Toolbox of Economics*"

**Mid-Year Fellows Workshop in honor of Louis O. Kelso**, Rutgers University, (January 16, 2018), Discussant for Chris Clifford and Will Gerken's paper entitled "*Investment in Human Capital and Labor Mobility: Evidence from a Shock to Property Rights*"

**Mid-Year Fellows Workshop in honor of Louis O. Kelso**, Rutgers University, (January 16, 2018), Discussant for Jung ook Kim's paper entitled "*What Do Unions Do to Shared Ownership?*"

**University of Copenhagen** (October 4, 2017), Science of Behavior Change Lecture, "Field Experiments vs Lab Experiments."

**Foundation for Enterprise Development Beyster Fellows Symposium** (June 25, 2017), Discussant for Erik Poutsma's paper Body of Work Presentation.

**Foundation for Enterprise Development Beyster Fellows Symposium** (June 24, 2013), Discussant for Michel Goldberg's paper entitled "Profit Sharing in Repeated Interactions."

**Mid-Year Fellows Workshop in honor of Louis O. Kelso**, Rutgers University, (January 16, 2017), Discussant for Avner Ben-Ner's paper entitled "Organization Design with Social Preferences: Foundations and Experiment."

**Mid-Year Fellows Workshop in honor of Louis O. Kelso**, Rutgers University, (January 10, 2016), Discussant for Eric Kaarsemaker's paper entitled "A Review of the Academic Literature on Employee Ownership."

**Foundation for Enterprise Development Beyster Fellows Symposium** (June 24, 2013), Discussant for Michel Goldberg's paper entitled "Profit Sharing in Repeated Interactions."

**International Association for the Economics of Participation**, July 14, 2012, Rutgers' School of Management and Labor Relations, Discussant for Douglass Kruse and Fidan Kurtulus' paper entitled "How Did Employee Ownership Firms Weather the Last Two Recessions? Employee Ownership and Employment Stability in the U.S.: 1999-2008."

## Journal Referee

*Management Science, International Journal of Human Resource Management, Review of Radical Political Economy, Journal of Behavioral and Experimental Economics, Review of Social Economy, Journal of Economic Psychology, Journal of Economic Behavior and Organization, Human Resource Management, Metroeconomica, Journal of Participation and Employee Ownership, Humanities and Social Sciences Communications*

## **Professional Associations (current and past)**

*American Economic Association, Academy of Management, Economic Science Association, Union for Radical Political Economy, Labor Employment Relations Association, Western Economic Association*

## **Languages**

*English (Native), Spanish (Fluent)*

## **References**

Professor Jeffrey Carpenter, Department of Economics, Middlebury College, Middlebury, VT 05753, (802) 443-3241, [jpc@middlebury.edu](mailto:jpc@middlebury.edu).

Professor Joseph Blasi, School of Management and Labor Relations, Janice H. Levin Bldg, Rutgers University, New Brunswick, NJ 08540, (848) 445-5444, [blasi@smlr.rutgers.edu](mailto:blasi@smlr.rutgers.edu).

Professor Peter Matthews, Department of Economics, Middlebury College, Middlebury, VT 05753, (802) 443-5591, [pmatthew@middlebury.edu](mailto:pmatthew@middlebury.edu).

Professor Peter Skott, Department of Economics, 904 Thompson Hall, University of Massachusetts, Amherst, MA 01003, (413) 545-6358, [pskott@econs.umass.edu](mailto:pskott@econs.umass.edu).

Professor Amyaz Moledina, Department of Economics, 211 Morgan Hall, The College of Wooster, Wooster, OH 44691, 330-263-2287, [amoledina@wooster.edu](mailto:amoledina@wooster.edu)