Recommended Reading: Studies Cited in Videos (Optional)
(Reading)

Find the full text of the issue brief, and the abstract of the article, described in the videos about equity compensation.

Top 10 Recommendations to Increase Equity Participation and Ownership William Castellano

The two key ways organizations can increase equity participation and employee share ownership are to help employees accumulate wealth while managing their financial risks, and implement policies and practices that create an engaging ownership culture. In this brief, the top 10 recommendations to achieve these objectives are listed. They are based on a large body of research mostly conducted by Rutgers Institute for Employee Ownership and Profit Sharing.

Creating Mutual Gains to Leverage a Racially Diverse Workforce: The Effects of Firm-Level Racial Diversity on Financial and Workforce Outcomes Under the Use of Broad-Based Stock Options (Article Abstract) Joo Hun Han, DuckJung Shin, William G. Castellano, Alison M. Konrad, Douglas L. Kruse, Joseph R. Blasi

Despite substantial scholarly attention to workforce demographic diversity, existing research is limited in understanding whether or in what contexts firm-level racial diversity relates to performance and workforce outcomes of the firm. We propose that the use of broad-based stock options creates the conditions supporting a positive relationship between workforce racial diversity and firm outcomes.

Find links to additional resources by clicking "Download" underneath videos.