

Curriculum Vitae

Sonja Novkovic, Ph.D.

Education

- 1989 - 1993 Ph.D. in Economics, Mc Gill University, Montreal, Quebec

Concentration: Microeconomic theory, Industrial organization, Theory of the firm, Comparative economic systems

Dissertation: Theory of a Labour-Managed Firm: The Yugoslavian Case

- 1987 - 1988 M.A. in Economics, University of Guelph, Ontario

Concentration: Microeconomic theory, Mathematical economics, Comparative economic systems

- 1978 - 1984 B.A. in Economics, University of Novi Sad, Yugoslavia

Academic experience

- 1993- present. Professor (from 2006), Economics Saint Mary's University

Courses developed and taught: Comparative Economic Systems, Economics of Transition, Microeconomics (all levels), Mathematical Economics, Economic Development, Microeconomics for Master in Development Economics (graduate, Dalhousie University), The Emerging Global Economy and Society From a Co-operative Perspective (graduate, Masters in Management of Cooperatives and Credit Unions, MMCCU)

- 1990 - 1993 Lecturer, McGill University
- 1989 - 1991 Teaching Assistant, McGill University
- 1988 - 1989 Lecturer, University of Guelph
- 1987 - 1988 Teaching Assistant and Research Assistant, University of Guelph
- 2003 - Adjunct Professor, Dalhousie University

Publications

Book chapters and edited volumes:

(2012) “Co-operative Networks and Organizational Innovation” with Wendy Holmin
The determinants of innovations in the co-operative field in China and the West: convergences and differences. Caroline Gijssels and Li Zhao editors, Palgrave. Forthcoming

(2012) “Assessing participation in worker co-operatives: From theory to practice” with Stocki, R., P. Prokopowicz. *The Co-operative model in practice*. The Co-operative Education Trust Scotland (CETS), publisher. Forthcoming

(2012) Book editor (with Leslie Brown): *Atlantic Canada’s Social Economy: Communities, Economies, and Solidarity*. CBU Press, May 2012

(2012) “Measuring participation in worker co-operatives”, with Peter Hough, *Atlantic Canada’s Social Economy: Communities, Economies, and Solidarity*. CBU Press.

(2012) “Assessing performance for change in a non-profit organization”, with Steven Smith, *Atlantic Canada’s Social Economy: Communities, Economies, and Solidarity*. CBU Press.

(2009) “Are Co-operative Principles a Guidance or Hindrance for Globalization of Co-operative Firms?” with Wendy Carruthers and Erbin Crowell, in Darryl Reed & J.J. McMurtry editors. *Cooperating in a Global Economy: Challenges to be Faced, Lessons to be Learned*. Cambridge Scholars Press.

(2007) Guest editor of the UK *Journal of Cooperative Studies*. August, 40.2.

(2007) *Advances in the Economics of Participatory and Labour Managed Firms. Cooperative Firms in Global Markets: Incidence, Viability and Economic Performance*, Volume 10, Co-editor with Vania Sena, Elsevier Science, Amsterdam

Refereed journal articles

(2012) “Co-operative networks as a source of organizational innovation” with Wendy Holm. Submitted to *International Journal of Cooperative Management*.

(2012) ‘Staying true to co-operative identity: Diagnosing worker co-operatives for adherence to their values’ with P. Prokopowicz and R. Stocki. *Advances in the Economic Analysis of Participatory and Labour-managed Firms* v. 13, Alex Bryson and Takao Kato editors. forthcoming

(2011) “Measuring Performance for Accountability of a Small Social Economy Organization: The Case of an Independent School” with J. Maddocks and S. Smith. *Canadian Journal of Non-profit and Social Economy Research*. 2, 1: 45-60.

- (2008) "Defining the co-operative difference" *Journal of Socio-Economics*, 37: 2168–2177.
- (2007) "R&D, Innovation and Networking: Strategies for cooperative survival" *Advances in the Economics of Participatory and Labour Managed Firms*, 10: 205-233
- (2006) "Co-operative business: The role of co-operative principles and values" *Journal of Co-operative Studies*, 39, 1:15-16
- (2005) "Agricultural and Rural Co-operative Viability: A Management Strategy Based on Co-operative Principles and Values", with Natasha Power, *Journal of Rural Cooperation* 33,1: 67-78
- (2004) "Turning Goals Into Results: The Power of Co-operative Principles-A Reflection on Jim Collins's Catalytic Mechanism", *International Journal of Co-operative Management*, 1,2: 56-60
- (2003) "A Genetic Algorithm With Self-Generated Random Parameters", with D. Sverko, *Journal of Computing and Information Technology* 11, 4: 271-283
- (1999) "Transition From Self-Management to Employee Ownership in Croatia: A Survey" *Economic Research* 12,1-2:57-68
- (1998) "Minimal Deceptive Problem Revisited: The Role of Genetic Waste", with D. Sverko, *Computers and Operations Research*, 25,11:895-911
- (1998) "A Genetic Algorithm Simulation of a Transition Economy: An Application to Insider-Privatization in Croatia", *Computational Economics* 11,3:221-243
- (1996) "The New Law on Privatization: Is a Twenty-Year Payment Plan a Good Idea?" *Ekonomija - Economics* 3,2:301-308 (a refereed journal published in Croatian and English)
- (1992) "Theory of the Labour-Managed Firm: The Long Run", *Economic Analysis and Workers' Management* 26,1:69-83 (a refereed journal of the International Association for the Economics of Self-Management)
- (1992) "A Theory of the Yugoslav Labour-Managed Firm" with Ray Rees; *Economic Analysis and Workers' Management* 26,4:349-359

Published book reviews:

- (1999) Review of the Producer Cooperatives and Labor-Managed Systems edited by David Prychitko and Jaroslav Vanek, *Feminist Economics*, 5,3:154-159

(1999) Review of The Economic Theory of Socialism by Bruno Jossa and Gaetano Cuomo, *Feminist Economics*, 5,3:154-159

(1999) Review of the Privatization Surprises in Transition Economies: Employee Ownership in Central and Eastern Europe, edited by Milica Uvalic and Daniel Vaughan-Whitehead, *Economic Analysis: Journal of Enterprise and Participation*, 2,1:69

(1997) Review of the Adaptive Learning by Genetic Algorithms by Herbert Dawid, Springer Verlag; *Journal of Economics (Zeitschrift für Nationalökonomie, Vienna)* 65,3:315-317

Working papers:

(2009) "Evaluating performance of small social-economy organizations: The case of an independent school" with J. Maddocks and S. Smith. *Social Economy and Sustainability Research Network, MSVU. Working paper 2009-10.*

(2009) "Participation in co-operative firms: Theory, measures and impacts" with P. Hough and R. Stocki. *Social Economy and Sustainability Research Network, MSVU. Working paper 2009-09.*

(2005) "R&D strategies of capital-owned and labour-owned firms", SMU Working paper 05-72

(2003) "Toward a Genetic Algorithm for Function Optimization", Technical Report #2, Department of Mathematics and Computer Science, SMU

(1996) "Comparative Performance of Worker Co-operatives With Artificial Adaptive Agents", SMU Working Paper 96-69

(1996) "The Impact of Croatian Privatization Law on Small Shareholders", SMU Working Paper 96-68

(1995) "Privatization in Croatia: A Simulation by Genetic Algorithm", SMU Working Paper 95-68

(1993) "An Adverse Selection Model: An Application to a Two Sector Labour Managed Economy" SMU Working Paper 93-67

(1993) "A Simple Short Run Model Of the Yugoslav-Type Labour-Managed Firm" SMU Working Paper 93-66

Papers published in refereed conference proceedings:

(2010) "Participation in co-operative firms: Theory, measures and impacts" with R. Stocki, and P. Prokopowicz. ASB Conference Proceedings. Halifax, October.

(2005) "Cooperative business: What is the role of cooperative principles and values?" The ICA Research Conference, 2005, Cork, Ireland, August 11-14

(2005) "R&D practices and co-operative survival" Proceedings of the Mondragon Research Conference, June 28, 2005

(2004) "Co-operative Principles as Catalytic Mechanisms" The ICA Research conference, Segorbe, Spain May 2004. *The Future of Cooperatives in a growing Europe*. CIRIEC Espana.

(1997) "Modeling Heterogeneous Agents With Induced Population Diversity" Proceedings of the Workshop on Economics with Heterogeneous Interacting Agents, Ancona, May 30-31, 1997

(1996) "Comparative Performance of Worker Cooperatives With Artificial Adaptive Agents", Papers and Proceedings of the 25th Annual Conference of the Atlantic Canada Economics Association, V 25

(1995) "The New Privatization Law and Employee Ownership in Croatia", Papers and Proceedings of the 1st International Conference on Enterprise in Transition, Split, October 4-5, 1995

(1992) "Theory of the Labour-Managed Firm: The Short Run and the Long Run" Papers and Proceedings of the 6th International Conference on Workers' Self_Management in Ithaca, NY; August 8_11, 1991; Cornell University Press

(1992) "Transformation of a Labour-Managed Firm With Non-Homogeneous Workers" Papers and Proceedings of the Symposium: The Man in the Socio-Economic System, Moscow, September 7-11

(1992) "Labour-Management in Transition" Papers and Proceedings of the 21st Annual Conference of the Atlantic Canada Economics Association, V 21

(1991) "A Dynamic Model of the Yugoslav Labour-Managed Firm" Papers and Proceedings of the 20th Annual Conference of the Atlantic Canada Economics Association, V 20

Conference participation in the last 10 years

- 2011 ICA Measuring the co-operative difference Symposium, Cancun Mexico, November 15-17. Keynote address. *The Value of Measurement*.
- 2011 ICA conference Mikkeli Finland August 24-27 presented with Ryszard Stocki
- 2011 CASC June 1-3 presented with Stephanie Guico
- 2011 CASC June 1-3 presented with Wendy Holm

- 2011 ANSER June 1-3 Panel longevity of cooperatives
- 2010 ASB conference Halifax October 1-3
- 2010 IAFEP, Paris, July 8-10
- 2010 CASC, Montreal, June 1-4
- 2009 ICA Oxford, September 2-5
- 2009 MMCCU Symposium, June
- 2009 CASC, Ottawa, May 26-29
- 2009 ANSER-panel presentation, May
- 2009 CS,CCA,CCCM workshop – The future of Co-operative research in Canada, Ottawa, March 24-26.
- 2008 ICA Research Conference, Trento-Riva del Garda, October 15-18. Presenter “Co-operative Index” with J. McNamara
- 2008 ISTR/EMES Barcelona, July 8-12. Presenter “Evaluating performance of a small social economy organization”
- 2008 CASC2008, Vancouver BC, June 4-6. Presenter “A diagnostic tool for management of co-operative firms” with T. Webb
- 2007 ICA-ACE-CASC joint conference Saskatoon , May 29-June1. Presenter, Chair, Program chair. “Measuring performance in social economy organizations-Halifax Independent School” with M. Hurd and S. Smith.
- 2007 European Association for Comparative Economic Studies seminar The role of microfinance in promoting sustainable economic and social development in South East Europe: policies, problems and practical alternatives, July 5-6. Discussant.
- 2006, ICA Research Conference, Dourdan, France, October 19-22, presenter. “Cooperatives as social entrepreneurs”
- 2006, 13th IAFEP Conference, Mondragon, Spain, July 12-15, presenter. “The strategies for cooperative survival”
- 2006, CASC2006, Toronto, May 30-June 2, presenter “Global Cooperatives: Is there a paradox?”

- 2005, The ICA Research Conference, Cork, Ireland, August 11-14, presenter, and chair
“Cooperative business: What is the role of cooperative principles and values?”
- 2005, The Mondragon Co-operative Conference, Mondragon, Spain, July 28, presenter, “R&D Practices and Co-operative Survival”
- 2005, Canadian Association for Studies in Cooperation, CASC2005, Saskatoon, May 18-20, presenter, “Innovation and imitation: R&D Strategies and Co-operative Survival”
- 2005, Eastern Economic Association, New York, March 6-8, presenter
“R&D behaviour of firms in a mixed economy: An evolutionary approach”
- 2004, 12th IAFEP Conference, Halifax, July 8-10, presenter, organizer, chair
“The Nelson and Winters model of an evolutionary mixed economy”
- 2004, ICA research Conference, Segorbe, Spain, May 9-11, presenter, “The Power of Co-operative Principles”
- 2003, Mapping Co-operative Studies in the New Millennium, CASC and ICA, Victoria BC May 28-31
- 2002, The 8th International NAWEB Conference (The Web-based Learning Conference), Fredericton, N.B. October
- 2002, 11th Conference of the International Association for the Economics of Participation, Brussels, Belgium, July. presenter, chair. “The role of Insider Ownership in Transition Economies”
- 2000, 10th Conference of The International Association for the Economics of Participation, Trento, Italy, July. presenter “Does ownership matter in evolving economies?”

Research program

- The co-operative sector: Institutional constraints, governance, co-operative development and the role of cooperatives within the social economy
- Evolutionary models of a co-operative economy, R&D patterns, innovations, social innovations and networks.
- Cognitive aspects of economic decision-making.
- Measuring performance of the social economy organizations and value-based businesses

- Employee ownership and participation in market economies, forms of participation and their causes.
- Cooperative principles and values in practice.
- Cooperative development in transition economies

Other professional activities

- ICA Global300 Committee member
- Academic co-director –CURA-Managing the Cooperative Difference Research Network (MCDRN) 2010-2015

www.cooperativedifference.coop

- Coordinator. Social Economy and Sustainability Research Network (SESRN) 2005-2010
www.msvu.ca/socialeconomyatlantic
- Conference organizing committee. Imagine 2012 Cooperative economics.
www.imagine2012.coop
- 2009 Organizing the Joint International conference of IAREP (International Association for Research in Economic Psychology) and SABE (Society for the Advancement of Behavioral Economics) July 7-11 at Saint Mary's University
- Conference Program Chair, ICA/CASC/ACE joint international conference, Saskatoon, May-June 2007
- Conference organizer of the 12th Bi-annual conference of the International Association for the Economics of Participation (IAFEP), Halifax, July 8-10, 2004.
- 2009 Organized a Social Economy panel at the IAREP-SABE conference.
- Panel on the Social Economy, organizer, IAREP-SABE, July
- President of the International Association for the Economics of Participation, 2004-2006
- Vice President of the International Association for the Economics of Participation, 2002-2004
- Vice President of the Canadian Association for Studies in Cooperation (CASC) 2005-2008

- Member of Council of the International Association for the Economics of Participation since 1996
- Reviewer for Computational Economics, European Journal of Operational Research, Computers and Operations Research, Economic Analysis -Journal of Enterprise and Participation, Economic Research (Croatia), Journal of Co-operative Studies
- Reviewer for SSHRC
- Reviewer for Genetic and Evolutionary Computation Conference (GECCO)
- Guest editor, *Advances in the Economics of Participatory and Labour Managed Firms*
- Guest editor, *Journal of Cooperative Studies*, A Special Canadian Issue, 2007
- 2008. September 26-28. Organized a training session for co-operative developers on the use of the Co-op index as a diagnostic tool for worker co-operatives.
- Member of the International Association for the Economics of Participation (IAFEP)
- Member of the Association for Comparative Economic Studies (ACES)
- Member of the Canadian Association for Studies in Cooperation (CASC)

Research grants

- SSHRC, 2010-2015 The social, economic, and environmental impact of co-operatives. Academic Co-director; (John Anderson, CCA, principal investigator). \$ 1 mil. over 5 years
- SSHRC, 2005-2010 The Social Economy Suite; (Leslie Brown, MSVU principal investigator). Co-applicant and a Sub-node Coordinator. \$1.65 mil. over 5 years
- NSERC 1999/2000
- Saint Mary's University Senate Research grant 1995/6, 1997/8, 1998/9, 2003/4, 2004/5, 2005/6, 2006/7, 2007/8, 2008/9, 2009/10, 2020/11.