

Sobey School of Business **Research Bulletin** 2021



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Message from the Dean

It is our pleasure to present the third annual Research Bulletin for the Sobey School of Business.

The Research Bulletin is a publication designed to celebrate and accelerate the exemplary research created by Sobey faculty, graduate students and research centres. Our researchers impress with their ability to be focussed, community-oriented, and representative of our five-year strategic plan, *Elevating Impact*, which embodies the vision and aspirations of the Sobey School of Business. One of our main goals is to foster an environment of intellectual discovery that inspires research excellence, encourages collaboration and serves society. The research contained in this bulletin drives this goal forward.

This past year, our researchers have made strides in their work on issues related to the COVID-19 pandemic. Researchers have engaged in projects as diverse as Mental Health and Covid-19, to projects informing the best COVID-19-related practices in healthcare decision making and planning to benefit the population of Nova Scotia.

I am also pleased to announce that with the 2019 transformational Sobey gift of \$18 million, we were able to appoint five Sobey Professorships across departments for five-year terms, as well as two Sobey Postdoctoral Scholars in Emerging Disciplines. Our researchers are working on projects as diverse as the interdisciplinary combination of natural language processing and corporate finance, to social entrepreneurship and innovation policy.



Our researchers' focus on tackling today's most pressing business issues reflects their desire to create real-world impact. The research undertaken at the Sobey School of Business from January to December 2021 demonstrates the Sobey School's leadership in making an impact with purpose.

Harjeet S. Bhabra, PhD

Dean, Sobey School of Business

**Sobey School of Business
Strategic Plan Goal:**

Foster an environment of intellectual discovery that inspires research excellence, encourages collaboration and serves society.

Message from the Associate Dean, Research and Knowledge Mobilization

We are delighted to share the third annual Research Bulletin for the Sobey School of Business (Jan. – Dec. '21).

The global health crisis has accelerated changes in how we work and do business (e.g., remote/hybrid work, shifting labour markets/automation). Globally, health, environmental, and security issues are still taking center stage. Throughout this year, our diverse research community were often dealing with these issues first-hand in their own families while accomplishing their mandate at the SSB. They have continued to actively train highly qualified personnel, create and disseminate knowledge, and engage with our partners in the community. Our researchers continue to produce excellent research that is actively sought by government, non-profit, and business sectors despite the challenges at hand.

These are unprecedented times to be doing research in a business school, and the relevance of the work we do could not be more salient. We have seen the fragmentation of information throughout society and the desperate need for evidence-informed approaches in the public sphere. During the pandemic, many companies (e.g., in technology, health care, or front-line services) were continuously forefront on the global stage and some (e.g., cloud computing) were more powerful than many governments in terms of geo-political influence. In addition, growing inequalities in access to health care and income security make our commitment to aligning our efforts with the UN's Sustainable Development Goals (SDGs) even more pertinent.



These global changes have also accelerated questions around how we 'do research' in the 21st Century. For example, how do we ensure open access to knowledge? How do we move toward less biased research that takes diversity, equity and inclusion into account? How do we measure 'impact'? How do we measure excellence in the kind of interdisciplinary research our local and global communities so desperately need? These are not easy questions, and it is unlikely we will find easy answers. However, so many members of our research community have stepped up to grapple with these issues (while pursuing excellence in their own active research programs) – for this we are grateful. I commend our researchers for their resilience and perseverance during these difficult times. The work you do matters to so many!

Catherine Loughlin, PhD

**Associate Dean
Research and Knowledge Mobilization**

Sustainable Development Goals in Research

After decades of work with the United Nations, 193 countries including Canada adopted the 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs) in 2015. The SDGs are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate, environmental degradation, prosperity, peace and justice.



PRME Principles for Responsible Management Education

The Sobey School of Business is proud to be a signatory to the Principles for Responsible Management Education (PRME) initiative. PRME provides a framework for academic institutions to advance the Sustainable Development Goals (SDGs) and its values into curricula and research. PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the SDGs.

The Sobey School of Business has been selected as PRME Champions for the 2020-2023 cycle, and have committed to being leaders in the space of responsible management education. Our faculty are doing research on a variety of important issues that tie into many of the SDGs, including the poverty-climate change nexus, social entrepreneurship, the role of gender in venture capitalism and much more.

The Sobey School reports on the ways we have incorporated the principles of PRME into our curriculum, research and daily work via bi-annual Sharing Information on Program (SIP) reports.

Throughout this research bulletin, you will find items marked with coloured squares to indicate the SDGs with which they are most aligned:



RESPONSIBLE LEADERSHIP DAY



Photo caption: Dr Margaret McKee in discussion with panelists at Responsible Leadership Day 2021: the Circular Economy: the Economy for the Future?

The Sobey School has hosted an annual Responsible Leadership Day in November since 2019. A main objective of the event is to focus on a new or developing topic or theme related to ethics, corporate social responsibility and sustainability that is deserving of greater attention and to promote dialogue between researchers, students and practitioners. It is our goal to increase understanding of the area, and the opportunities and challenges that are of mutual concern and potential benefit. Each Responsible Leadership Day has featured a keynote speaker, a professional-moderated panel of practitioners and a research showcase. Two of the events included student activation in the form of a case competition and two of the events included a faculty and staff professional development workshop. In 2019, to address the concerns about the lack of integration in the finance courses, program and curriculum, the theme was Responsible Investing. In 2020, to leverage the strengths of the David Sobey Centre for Retailing and Services Innovation, the theme was on Responsible Retailing. In 2021, to participate in the global conversation around COP 26 and the World Forum, the theme was the Circular Economy.

Corporate Knights Ranking

Amid a business landscape that underwent drastic changes due to the global pandemic, the Saint Mary's University Sobey School of Business continued to excel, ranking 4th in Canada and 13th overall in the Corporate Knights Better World MBA Ranking.

The ranking examined the performances of 147 business schools, drawn from the most recent Financial Times list of the top-100 global MBA programs; the schools that made the 2019 Corporate Knights Better World top-40 roster; and business schools accredited by AMBA, AACSB or EQUIS and also signatories to the United Nations' Principles for Responsible Management Education (PRME). The ranking speaks to a school's commitment to environmental and social responsibility. The Sobey School of Business has placed on the list for the last seven years, five of those in the top 10, and two in the top 10.

Schools were ranked based on their scores in seven categories: core course integration of sustainability, research publications per faculty member on sustainability topics during 2020, the percentage of total faculty publications in 2020 on sustainability topics, the number of citations per faculty for those publications, sustainability-focused research institutes and centres, faculty gender diversity and faculty racial diversity.

The Community Revitalization & Prosperity Network

The COVID-19 global pandemic has impacted our community in dramatic and unforeseen ways. As the human and economic effects of this pandemic have swept through our Canadian society, the Sobey School has been providing insight through our expert professors, research centres, and alumni. The culmination of those efforts is the Sobey School of Business Community Revitalization & Prosperity Network.

Knowledge Mobilization Activities

Public Outreach Webinars:

- Innovate Through Disruption With Design Thinking** January 25, 2021
Adriana Dolnycky, EMBA'02 and moderator Pamela Scott Crace explored Design Thinking and how organizations can innovate through disruption.
- Integrating Consumer Behaviour Into Our Marketing Strategy During the Pandemic** February 2, 2021
Dr. Ethan Pancer of the Sobey School of Business and moderator John Sime BComm'08 discussed how organizations can integrate consumer behaviour into their marketing strategies during the COVID-19 pandemic.
- Black Business Initiative Partnership Series 1: 25 Years & Beyond** April 20, 2021
This webinar, a partnership with Dr. Rustum Southwell DCL'18, CEO of the Black Business Initiative (BBI), the premier business development organization supporting Black businesses in Nova Scotia, and Ms. Cynthia Dorrington, the President of Vale & Associates Human Resource Management and Consulting Inc., focused on lessons learned from 25 years of Black Business advocacy, including many challenges inherent to Black Canadians that constitute an impediment to business startups and continued growth and scaling. ■ ■
- Black Business Initiative Partnership Series 2: Access To Capital Markets | Overcoming Barriers for Black Businesses** September 21, 2021
This webinar was moderated by Alfred Burgesson BA'19, founder and CEO of Tribe Network. Speakers for this event were Craig Wellington, Executive Director of the Black

Opportunity Fund, Matthew Martel MTEI'18, Chief Operating Officer of Black Business Initiative and **Dr. Mohammad Rahaman** Associate Dean, Strategic Partnerships & Community Engagement, Canada Research Chair (CRC) in International Finance & Competitiveness. ■ ■



Screen capture of the event Black Business Initiatives – 25 Years & Beyond, featuring (from left to right, top to bottom): Cynthia Dorrington, Dr. Harjeet Bhabra, Dr. Harvi Millar and Dr. Rustum Southwell.

- Checkmate: How Social Distancing Has Changed The Social Media And Business Support Game** September 28, 2021
This webinar was moderated by Stephanie Howatt MBA'21, and featured Danica Calderhead, VP of Brand Strategy for Dash Hudson, Sean Mohammed, Manager of HR from Blue Ocean Contact Centres, Kate Elliot, founder of Up Public Relations and Maxwell Poole BCOMM '17 MAHSR '19, Sobey School Research Assistant.
- Sobey Women In Business | Building Leaders For The Future: Creating A Positive Impact Through Mentorship** October 7, 2021
This webinar was moderated by EnPoint's Chantal Brine BA'09 and included a round table discussion from faculty of Kevin Schwenker, **Dr. Margaret McKee**, past and present alumni Morgan Baker Tucker and Sarah McCarthy, as well as notable alumni and entrepreneur Leah Skerry BComm '09 and community leaders Shakara Joseph and Karen. ■ ■ ■

- Don't Worry Be Hoppy | Managing Business Risk Crisis Management And Planning For A Better Tomorrow**
November 3, 2021

The panel was moderated by Stephanie Howatt MBA'21, and showcased industry leaders including Matt Rogers, President of Bishop's Cellar, Steve Haysom BSc'94, owner, founder and CEO of The Church Brewing Co. and SMU CN professor of Safety Culture, Mark Fleming.
- Health & Wellbeing Series 1: The Stigma-Free Zone, Opening Up About Our Mental Health**
November 24, 2021

The event was moderated by Stephanie Howatt MBA'21 and featured Karn Nichols MBA'11, the Executive Director of the Canadian Mental Health Association of Nova Scotia Division, Michael DeVenney, President of WorkInsights and Founder of The Mindset Project and Mandi Nicholson, Co-Founder of UR Enough and Life Coach. ■

Building a More Resilient Community: The Sobey School of Business COVID-19 Pandemic Response

The Community Revitalization & Prosperity Network's *Building a More Resilient Community: The Sobey School of Business COVID-19 Pandemic Response* contains a snapshot of the work that has been done at the Sobey School to tackle the challenges of the COVID-19 pandemic. This report contains overviews of the many webinars, research studies, program offerings and events that were facilitated at the Sobey School. A copy can be found on the Community Revitalization & Prosperity Network's website. ■



Members of the Saint Mary's University community (left to right, top to bottom: Dr. Tony Charles, Crystal Witter, Dr. Mohammad Rahaman and Dr. Robert Summerby-Murray) reflect on the past year during a webinar about *Building a More Resilient Community: The Sobey School of Business COVID-19 Pandemic Response* report.

Sobey School of Business In-Residence Programs

The Community Revitalization and Prosperity Network partnered with the Saint Mary's Entrepreneurship Centre to release the Faculty in Residence Program. This program helps to mobilize the business expertise that exists within the Sobey School to help budding entrepreneurs and local business-owners improve their operations, strategies, and services. Each term, two faculty members are chosen to serve as the "SMUEC Faculty in Residence". In January 2021 **Dr. Ethan Pancer** was chosen, and in April 2021 **Dr. Claudia De Fuentes** was chosen.

RESEARCH CENTRES

Atlantic Research Group on Economics and Immigration, Aging and Diversity

The Atlantic Research Group on Economics of Immigration, Aging and Diversity (ARGEIAD) was established to promote research and mobilize knowledge focusing on the economic significance of immigration, diversity and aging. The centre provides a platform to researchers, policymakers, policy practitioners and business organizations to exchange ideas and conduct research on these issues in a regional, national and international context.

Knowledge Mobilization Activities

Public Outreach Events:

- Global mobility after the pandemic**
September 19, 2021

This webinar delved into the effects the pandemic may have on global mobility and exchange. It was presented in collaboration with the Global Labour Organization (GLO), and the key speaker was Klaus Zimmermann, President of GLO. A recording can be found on ARGEIAD's website. ■ ■
- Presentation at National Metropolis Conference**
March, 2021

Dr. Ather Akbari, Chair of ARGEIAD, presented at this conference with Shantanu Debbarman, a former MAE student who is now pursuing a PhD at the University of Manitoba.

- **Consultation with the Conference Board of Canada**
2021
Dr. Ather Akbari consulted with the Conference Board of Canada project on rural immigration in Canada.

Research Grants

- *Impacts of Provincially and Territorially Administered Immigration Programs – Forum of Ministers Responsible for Immigration*
Dr. Ather Akbari with Group ATN Inc. Halifax.
Project duration: February – November 2021.
- *Economic Impact of Immigration in Atlantic Canada – Social Science and Humanities Research Council*
Dr. Ather Akbari (Co-Investigator) with Tony Fang of Memorial University of Newfoundland.
Project duration: 2021 – 2024.

Publication

- **Dilmaghani, M. & Akbari, A.** (2021). Ethnoracial disparities in intergenerational coresidence among Canadian millennial. *Population, Space and Place*. ■ ■



Saint Mary's University researcher Dr. Ather Akbari (middle) with students from the Sobey School of Business on the Halifax waterfront, near the Canadian Museum of Immigration at Pier 21.

Centre of Excellence in Accounting and Reporting for Co-operatives

The Centre of Excellence in Accounting and Reporting for Co-operatives (CEARC) was created with the understanding that the co-operative business model, with its unique business purpose, values and principles, is not adequately served by the same approach to accounting used by investor-driven firms. The mission of CEARC is to be a focal point for policy development, academic and applied

research and critical reflection on industry practices in the area of accounting for cooperatives and credit unions.

International Journal of Co-operative Accounting and Management (IJCAM). Daphne Rixon, Editor-in-Chief, 2018–present

We are pleased to report that we have published two issues in 2021:

- December 2021: Contained five papers and a book review.
- May 2021: Contained an opinion piece as well as four papers and a book review.

Measuring Sustainable Development Goals in the Canadian Sector

This project involves working with Co-operatives Mutuals Canada and 15 co-operatives to determine how co-operatives can measure and evaluate their performance in relation to the United Nations Sustainable Development Goals (SDGs).

The project research leads and participating co-operatives have identified 20 metrics that reflect the UN SDGs, as well as the Seven Principles of Co-operatives. We are working with Weaver Co-operative to develop a dashboard that co-operatives can use to enter their SDG data. ■ ■

Mental Health and Covid -19: Bridging The Gap

This research project aimed to develop a mental health crisis support framework with the participation of key stakeholders in the mental health field in Nova Scotia through focus groups and surveys to assess the nature of the demand for bridging services during peak times. Healthy Minds Co-operative recruited the 13 other participating organizations which all provide mental health services in NS. They included CMHA, Wellness Navigator, Brotherhood Initiative (NSHA), and Tjaikamijk (Eskasoni Community Health Centre).

The overarching policy issue is a lack of multilateral support for emergency mental health needs during a crisis. How do people in crisis find the right support both immediately and afterward? Where does the role of peer-to-peer support fit into the current mental health support matrix? What are the political, institutional, and legal barriers to more collaborative

approaches to implementing bridging strategies to support mental health surges during crisis?

The current period of COVID-19 has presented opportunities for regulatory restructuring that may permit the development of an effective bridging framework to reduce the wait time between initial calls and planned clinical support. ■

Statement of Recommended Practice (SORP) for Co-operative Accounting and Reporting

CEARC is leading an international committee to develop a SORP for co-operatives. The project commenced with co-operatives in the UK. A discussion paper was developed and focus groups with thought leaders on co-operative accounting are ongoing. Currently, there are no SORPs or specific accounting standards for the co-operative sector in the UK.

Existing accounting and accountability practices fail to reflect the values and principles of cooperatives, thereby failing to support them in meeting their purposes. There are increasing calls to develop an appropriate accounting and accountability framework that can contribute to our understanding of whether the definition, purpose and principles of co-operatives are being met.

International Centre for Co-operative Management

The International Centre for Co-operative Management (ICCM) exists to elevate the global co-operative sector through management education, applied research, and knowledge dissemination.

Symposium Report

- McMahon, C., Miner, K., & **Novkovic, S.** (2021). 2021 International Co-operative Governance Symposium – Highlights Report, International Centre for Co-operative Management.

Funding Award

- 2021–22 ACOA-APRI grant (Atlantic Policy Research Initiative)
The 2021 International Co-operative Governance Symposium, Highlights Report, and Open Access book on humanistic co-op governance.

Working Paper and Case Study Series

- Lund, M. (2021). Case Study: Arctic Co-operatives Limited. International Centre for Co-operative Management Working Paper and Case Study Series 02/2021.
- Lund, M. (2021). Case Study: Isthmus Engineering. International Centre for Co-operative Management Working Paper and Case Study Series 07/2021.
- McMahon, C. & Miner, K. (2021). Case Study: Just Us! Coffee Roasters Cooperative. International Centre for Co-operative Management Working Paper and Case Study Series 03/2021. ■ ■
- El-Youssef, H., Charbonneau, J., Fouquet, É., Guillotte, C.-A., Jankovic, I., Merrien, A.-M., **Novkovic, S.** & Duguid, F. (2021). Industry Reports & Media Review on Co-operative Responses to the Pandemic. International Centre for Co-operative Management Working Paper and Case Study Series 06/2021.
- Merrien, A.-M., Charbonneau, J., Duguid, F., El-Youssef, H., Fouquet, É., Guillotte, C.-A., Jankovic, I. & **Novkovic, S.** (2021). Literature Review on Co-operative Resilience in Times of Crisis. International Centre for Co-operative Management Working Paper and Case Study Series 05/2021.
- McMahon, C., Kempson, A., Miner, K., & **Novkovic, S.** (2021). Case Study: Unicorn Grocery. International Centre for Co-operative Management Working Paper and Case Study Series 04/2021.
- McMahon, C. & **Novkovic, S.** (2021). Case Study: Suma. International Centre for Co-operative Management Working Paper and Case Study Series 01/2021.

Co-operative Management Student Papers

- Dawe, S. (2021). Co-operative Leadership Behaviour: Pathway Towards Co-operative Identity at the Co-operators Group Limited. *International Journal of Co-operative Accounting and Management*, 4(1), 8–28. doi: 10.36830/IJCAM.20212.
- Gansenberg, A. (2021). Movement Building and Cooperation to Transform the Construction Industry. *International Journal of Co-operative Accounting and Management*, 4(2), 60–78. doi: 10.36830/IJCAM.202111.
- Grewal, A. (2021). Growing British Columbia's Co-operative Economy: Lessons from the San Francisco Bay Area. *International Journal of*

Co-operative Accounting and Management, 4(2), 39-59. doi: 10.36830/IJCAM.202110.

Tan, J. (2021). Environmental Sustainability Implementation at Vancouver City Savings Credit Union. *International Journal of Co-operative Accounting and Management*, 4(2), 26-38. doi: 10.36830/IJCAM.20219. ■ ■

Trott, A. (2021). #GoCoop; People support cooperatives; Co-ops can too, with associations. NCBA CLUSA's *Cooperative Business Journal*, Winter 2021, 10-19.

Centre for Leadership Excellence

The Centre for Leadership Excellence (CLE) is a Senate centre of the Sobey School of Business at Saint Mary's University. The CLE aims to foster an environment where emerging models of leadership can be explored and the theoretical and practical value of these models can be shared with stakeholders. The Centre's work is organized in two streams: ImpactLab and Capacity Building for Innovation.

Notable Recent Research Projects Funded

Black Business Community in Atlantic Canada (2021 – ongoing). Procurement Canada contracted SMU CLE to conduct research on Black-owned and Black-led businesses within Atlantic Canada. This research primarily aimed to identify Black-owned and Black-led business and identify the barriers and enablers Black businesses face when participating in contracts with Procurement Canada. ■

Hervieux, C. (PI), Senbanio, F. (Student investigator). Procurement Canada. 2021: \$13,000

Journal Publications and Book Chapters

Atallah, G., Housman, I., & **De Fuentes, C.** (2021) Previous intrapreneurship experience as a determinant of entrepreneurial activity and performance. *Economics of Innovation and New Technology*, 1-18. ■

Brunelle, D., **De Fuentes, C.**, Hall, P. V., & Montsion, J. M. (2021). Global value chains and regimes of urban governance: A comparison of four Canadian gateway cities. *Canadian Journal of Urban Research*, 30(1), 1-15. ■

Atallah, G., **De Fuentes, C.**, & **Panasian, C. A.** (2021). Ownership, Compensation and Board Diversity as Innovation Drivers: A Comparison of US and

Canadian Firms. *International Journal of Innovation Management*, 25(03), 2150025. ■ ■

Hervieux, C. & **McKee, M.** (2021). Mapping SDGs in Sub-Saharan Africa: Highlighting System Effects, in Hazenberg, R. and C. Paterson-Young (eds) (2021). *Social Impact Measurement for a Sustainable Future: The Power of Aesthetics and Practical Implications*, Macmillan. ■ ■

Scheuer, C. L., & **Loughlin, C.** (2021). Seizing the benefits of age diversity: could empowering leadership be the answer?. *Leadership & Organization Development Journal*. ■

Chalise, S., Arnold, K. A., **Loughlin, C.**, Scheuer, C. L., McNally, C., & Mercer, D. (2021). Predictors of Board Gender Diversity: A Systematic Review and Meta-analysis. In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 14942). Briarcliff Manor, NY 10510: *Academy of Management*. ■ ■

Special Issue Edition

• M'Zali, B. & **Hervieux, C.**; (guest editor, Fall 2021). Special Edition, Pro-Social Innovations: From Responsible Finance to Social Entrepreneurship. *International Management*. Vol. 25, Number 2. ■

Conference

• **Hervieux, C.** Pearl, C., Oliver, B., & Berezowski, K., (2021). *Connecting the dots: wicked questions, social innovation labs and the SDGs*, 13th International Social Innovation Research Conference, September 8-10 2021, Milan, Italy. *International Management*. Vol. 25, Number 2. ■

David Sobey Centre for Innovation in Retailing and Services

The David Sobey Centre for Innovation in Retailing and Services (DSC) is one of Sobey School's premier research centres. The DSC is the leading source of expertise in retailing. Our primary areas of focus are research, innovation and education. We bring together researchers, students and retailers. DSC researchers come from various disciplines within the business school as well as other areas such as engineering, psychology, computing and geography. The David Sobey Centre for Innovation in Retailing and Services is supported by a generous gift from David Sobey, Chairman Emeritus, Empire Company Limited.

Knowledge Mobilization Activities

Outreach Events:

Omnichannel Retailing: The Present & the Future

October 1, 2021

A virtual event where a panel of national retail companies shared their experiences from the last year and how they were able to use omnichannel retailing to adapt to changing shopping behaviours.

Diving into Ecommerce with Shopify

October 13, 2021

A virtual, student-only event where the DSC hosted Shopify and provided the opportunity to learn more about their role in supporting retail during the pandemic, the future of e-commerce, and what a career path in the industry looks like.

Retail CEO Summit: Create the Future Now

October 27, 2021

The DSC proudly hosted a 3-hour invite-only annual thought-leadership summit for Retail CEOs that reflected on the future of retail, presented ideas on how to reshape business strategies, and provided a platform for engagement amongst peers.

Certificate Programming:

Category Management Certificate Program

June, 2021

The DSC's Custom Category Management Program is designed to meet the specific training needs of a Category Management Team. The program offers a comprehensive approach to embed discipline into daily routines with engaging sessions taught by leading industry experts.

Category Management Custom Certificate Program

2021

The DSC's Custom Category Management Program is designed to meet the specific training needs of a Category Management Team. A Category Management Program was designed and run specifically for a grocery retailer in California.

Award Ceremonies

National Retail Innovation Awards

October 28, 2021

The National Retail Innovation Awards recognizes up-and-coming retailers, or companies supporting the retail sector, for their innovation and unique contribution to Canadian retailing over the past year. The DSC celebrated the achievements of four

impressive companies who have demonstrated retail excellence in the categories of Retail Design, Sustainability, Technology and Community Service.

RESEARCH PORTFOLIO

Refereed Journal Articles

Attig N., Driss, H., & El Ghoul, S. (2021). Credit Ratings Quality in Uncertain Times. *Journal of International Financial Markets, Institutions & Money*, 75: 101449.

Attig, N., & El Ghoul, S. (2021). Flying under the radar: The real effects of anonymous trading. *Journal of Corporate Finance*, 71.

Attig, N., Rahaman, M.M., & Trabelsi, S. (2021). When Silence Is Golden: Greenwashing and the Cost of Private Debt. *Emerging Markets Economics, Firm Behavior & Microeconomic Issues eJournal*. ■ ■

Attig, N. et al. (2021). Dividends and economic policy uncertainty: International evidence. *Journal of Corporate Finance*, 66.

Aydede, Y. & Orbay, B. (2021). Why does field of study-occupation mismatch have no effect on wages in Turkish labour markets? *Applied Economics*, 53-58.

Butchers, J., Bhabra, G.S., Bhabra, H.S., & Sen, A. (2021) Agency conflicts and the marginal value of capital expenditure in Australian listed companies. *Review of Pacific Basin Financial Markets and Policies*, 24(1): 1-31.

Kolahgar, S., Babaghaderi, A., & Bhabra, H.S. (2021). Corporate Communication as a Governance Mechanism: A Content Analysis of Corporate Public Disclosure. *Corporate Ownership and Control, Special Issue.*, 18(3): 438-468.

Boland, M. (2021). Airbnb Property Management: Performance Evaluation of a Rental Property*. *Accounting Perspectives*, 20(2): 255-263.

Niu, S., Fan, H., Chen, L., & Liu, Q. (2021). The Association Between Tax Aggressiveness and Environmental Protection in Chinese Public Firms. *Accounting & Taxation*, 13(1): 31-43.

Furey, M.A., Corrigan, L.T., & Helms Mills, J. (2021). Power relations in the production of historical context in disaster inquiry reporting. *Journal of Management History*, 27(2): 205-224.

Joseph, K. J., Cozzens, S., De Fuentes, C., Dutrénit, G., Kruss, G., & Lema, R. (2021). A decade of innovation and development. *Innovation and Development*. ■

- Dilmaghani, M.** (2021). Revisiting the Gender Job Satisfaction Paradox: The Roots Seem to Run Deep. *British Journal of Industrial Relations*. ■
- Dilmaghani, M.** (2021). The Fast and the Female: Gender Differences in Wellbeing and Wage Consequences of Commute Impedance. *Transportation Research Part F: Traffic Psychology and Behaviour*. ■ ■
- Dilmaghani, M.** (2021). Education-Smoking Gradient and Upstream Health Policies: Comparing Generation X with Millennials. *Health Education*. doi: 10.1108/HE-02-2021-0023/full/html. ■
- Dilmaghani, M. & Tabvuma, V.** (2021). Fragile Families in Quebec and the Rest of Canada: A Comparison of Parental Work-Life Balance Satisfaction. *Population Research and Policy*. doi: 10.1007/s11113-021-09649-4. ■ ■
- Dilmaghani, M.** (2021). Sitting Pretty: Satisfaction with Physical Appearance, Division of Household Chores, and Satisfaction with Housework. *The Social Science Journal*. doi: 10.1080/03623319.2021.1922978. ■
- Dilmaghani, M.** (2021). Education, Smoking and Health: Evidence from Canada. *Education Economics*. doi: 10.1080/09645292.2021.1918641. ■
- Dilmaghani, M.** (2021). A Matter of Time: Gender, Risk Taking, and Time Constraint among Chess Elite. *Economics Letters*. doi: 10.1016/j.econlet.2021.110085. ■
- Driss, H., Drobetz, W., El Ghoul, S., & Guedhami, O.** (April 2021). "Institutional Investment Horizons, Corporate Governance, and Credit Ratings: International Evidence." *Journal of Corporate Finance*, 67: 101874.
- Niu, S., **Fan, H., Chen, L., & Liu, Q.** (2021). The Association Between Tax Aggressiveness and Environmental Protection in Chinese Public Firms. *Accounting & Taxation*, 13(1): 31-43. ■ ■
- Fan, H., Mawani A., & Chen, L.** (2021). The role of information asymmetry in closely-held firms' tax and financial reporting choices. *Accounting and Business Research*, 1-25. doi: 10.1080/00014788.2021.1986366.
- Fiset, J. & Al Hajj, R.** (2021) Mission Statement Content and the Signaling of Institutional Performance: An Examination of Non-US International Business Schools. *AMLE*, 0.
- Fiset, J. & Bhawe, D.** (2021). Mind your language: The effects of linguistic ostracism on interpersonal work behaviors. *Journal of Management*, 47(2): 430-455.
- Fiset, J. & Oldford, E.** (2021). Facing ethical dilemmas in industrial-organizational psychology: The case for the principle of double effect. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14: 350-352. ■
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Books and Book Chapters

Editors: A. Ferreira Leite de Paula & A. Santacoloma. (2021). Title: *Legal Realisms*. Chapter: "Legal Reasoning and Objectivity Caught Between Two Worlds" by **Bruce Anderson**. Published: Archiv fur Rechts und Sozialphilosophie. Franz Steiner Verlag: Stuttgart.

Editors: Grosjean S., & Matte, F. (2021). Title: *Organizational video-ethnography revisited: Making visible material, embodied and sensory practices*. Chapter: "Doing video ethnography research with senior teams: When the emotional bodies of strategists are at stake." By **Liu, F.**, Jarrett, M., & Rouleau, L. Pages: 133-154.

Rixon, D., Brown, L. & Weigand, H. (2021). *Mental Health Co-operative*, Nonprofit Book Series, Sagamore Venture Publications. (Accepted October 11, 2021). ■ ■

International Conference Keynotes, Presentations and Proceedings

Anderson, B. (2021, June) "The Need for Dialectic in Legal Theory." Lonergan Workshop Annual Conference, Boston College, Boston.

Aydede, Y. (2021, December) "Causal Predictors for Lung Cancer." 1st Joint Workshop of Applied Macro- and Microeconomics, Free University of Bolzano, Italy. ■

Aydede, Y. (2021, July) "Native-born-immigrant wage gaps in Canada: Market imperfections or differences in human capital endowments?" AEDE XXIX Economics of Education Association. ■

Aydede, Y. (2021, October) Invited presentation: "Dynamics of the COVID-19 Spread by Modified Graphical Network Analysis." Free University of Bolzano, Italy. ■

Boland, M. & **Pancer, E.** (2021, October) "Greenwashing Online: A Longitudinal Analysis of Green Color Prevalence on Corporate Websites." AMA Marketing and Public Policy Conference, Washington, DC. ■ ■ ■

Creelman, V. (2021, October) "'We're Sorry': Apologies in Online Customer Care Encounters." Panel Title: Apology and Apologia in Banking and Finance. 86th Annual Association for Business Communication Conference. Virtual Conference.

Creelman, V. (2021, August) "'Go back to your roots!': Image Restoration and the Discourse of Renewal and Rectification within Brand Communities." Association for Business Communication Europe, Vienna, Austria. Virtual Conference.

De Fuentes, C., **Milla, J.**, Lu, H., & Ahmadi, S. (2021, January) "Crowding in or crowding out? Analysis of Innovation Government Support for Firms Located in Canada." Treasury Board Secretariat of Canada. Virtual Seminar.

Farrell, E., Dennison, M., & Winsor, B. (2021, October). "Mature firms in an entrepreneurial ecosystem: Theory development." Canadian Council of Small Business and Entrepreneurship, University of New Brunswick (UNB), Fredericton, NB. Virtual Conference.

Farrell, E. (2021, October). "Methods to reduce systemic sexist behaviour in venture capital investments." Canadian Council of Small Business and Entrepreneurship, University of New Brunswick (UNB), Fredericton, NB. Virtual Conference. ■

Farrell, E. & Sanchez-Avila, A. (2021, October). "New software helps women acquire venture capital: Putting theory into practice." Canadian Council of Small Business and Entrepreneurship, University of New Brunswick (UNB), Fredericton, NB. Virtual Conference. ■

- Fiset, J.** & Oldford, E. (2021, March) *"Don't mince words: A cross-country assessment of how CEO visionary language influences organizational performance."* 34th Annual Meeting of the Academy of Finance. Virtual Conference.
- Hancock, E. (2021, June) *"Inspiring Stories from Co-operatives During the Pandemic"* Co-operative Housing Federation of Canada Co-operative Manager's Conference. Virtual Conference.
- Lu, H. & **Liu, X.** (2021, August) *"Idiosyncratic CSR strategies and their impact on firm financial outcomes."* Academy of Management Annual Conference. Virtual Conference. ■
- Lu, H., **Liu, X.**, Kleffner, A., & Wang, H. (2021, November) *"Enterprise risk management and stock market reactions during the COVID-19 pandemic."* Annual Risk & Insurance Association conference. Virtual Conference.
- Milla, J.** & Alessandrini, D. (2021, April) *"Teaching profession a safe port? The dynamics of teacher labor markets to income shocks."* Association for Education Finance and Policy (AEFP) Annual Conference. Virtual. ■
- Milla, J.** & Alessandrini, D. (2021, May) *"Teaching profession a safe port? The dynamics of teacher labor markets to income shocks."* Canadian Economic Association (CEA) Annual Meeting. Virtual. ■
- Alessandrini, D. & **Milla, J.** (2021, January) *"Minimum Wage effects on Human Capital Accumulation: Evidence from Canadian Data."* American Economic Association (AEA) Annual Meeting. Virtual.
- Alessandrini, D. & **Milla, J.** (2021, May) *"Minimum Wage effects on Human Capital Accumulation: Evidence from Canadian Data."* Society of Labor Economists (SOLE) Annual Meeting. Virtual.
- Miner, K. & Pigeon, M. A. (2021, February) *"What's so Different about Governance in Co-operatives?"* The Second Annual Co-op and Credit Union Governance Summit, Toronto, ON, Canada. Virtual Conference.
- McMahon, C. & **Novkovic, S.** (2021, July) *"Humanistic governance in worker cooperatives: unlocking collective capacities."* 9th Annual NERI Labour Market Conference, Dublin, Ireland. Virtual Conference.
- McMahon, C., **Novkovic, S.**, & Miner, K. (2021, November) *"Cooperative identity and humanistic governance."* ICA Cooperative Research Conference, Seoul, South Korea. Virtual Conference.
- Miner, K. & **Novkovic, S.** (2021, January) *"Member-centricity and joint ownership in cooperatives."* HLJ Academy webinar, Helsinki, Finland. Virtual Conference.
- Novkovic, S.**, Puusa, A., & Miner, K. (2021, July) *"Associationism at the root of the 'dual nature' in cooperatives."* ICA CCR Europe Research Conference, Paris, France. Virtual Conference.
- Novkovic, S.**, Miner, K., & McMahon, C. (2021, October) *"Cooperative identity and humanistic governance."* 8th EMES International Research Conference on Social Enterprise, Zaragoza, Spain. Virtual Conference.
- Tezer, A., Philp, M., & **Pancer, E.** (2021) *"The Ghost in the Gift: A Contagion Perspective on Heirloom Gift-Appreciation."* Association for Consumer Research. Virtual Conference.
- Pancer, E.** (2021, June) Invited presentation: *"Community-Engaged Research in the Pandemic."* Report to the Community, Saint Mary's External Affairs, Halifax, NS.
- Pancer, E.** (2021) Invited presentation: *"Automated Image Labeling as a Predictor of New Product Success."* Atlantic Marketing Symposium, Dalhousie University, Halifax, NS.
- Pancer, E.** (2021) Invited presentation: *"Consumer Behaviour and COVID-19."* Sobey School Open House for Student Recruitment, Halifax, NS.
- Pancer, E.** (2021) Invited presentation: *"Strategic Marketing."* Coaching Session, SMU Entrepreneurship Centre, Halifax.
- Pancer E.** (2021) Invited presentation: *"Consumption Amidst the Pandemic."* Community Revitalization Series, Sobey Prosperity Lab, Halifax, NS. ■
- Duguid, F. & **Rixon, D.** (2021, November) *"Made for co-ops, by co-ops: The development of co-operative-designed indicators for the SDGs."* International Co-operative Alliance Research Conference, Seoul, South Korea. Virtual. ■
- Mantzari, E., McCulloch, M., **Rixon, D.**, Piñeiro, C., Koo, C., & Polo-Garrido F. (2021, November) *"Accounting for purpose: aligning the economic and social-environmental goals of co-operatives."* International Co-operative Alliance Research Conference, Seoul, South Korea. Virtual. ■ ■
- Mantzari, E., McCulloch, M., & **Rixon, D.** (2021, September) *"Developing a statement of*

recommended practice (SORP) in accounting and reporting for co-operatives." UK Society for Co-operative Studies Conference. Virtual.

Rixon, D. & Pigeon, M.A. (2021, September) "*Credit Unions' Response to Covid-19.*" UK Society for Co-operative Studies Conference. Virtual.

Rixon, D. Duguid, F., Gosselin E., & Charbonneau, J. (2021, June) "*Measuring the SDGs feels out of your co-operative's reach? Not Anymore!*" Association of Cooperative Educators Conference. Virtual. ■

Rixon, D. (2021, November) Invited presentation: "*Measuring SDG performance in co-operatives and credit unions, Engaging Ideas: Exploring Co-operatives.*" Memorial University of Newfoundland. ■

Rixon, D. & Duguid, F. (2021, October) Invited presentation: "*Measuring SDG Performance in Co-operatives and Credit Unions.*" Edward Elgar Handbook on Co-operative Research, Chapter Author Presentation. ■

Rixon, D. (2021, October) Invited presentation: "*Financial Wealth versus Co-operative Health, New Co-operativism- a seminar series.*" UK Society for Co-operative Studies.

Rixon, D. (2021, March) "*Measuring SDG Performance in Co-operatives and Credit Unions.*" Saint Mary's Research Symposium. Virtual Conference. ■

Rixon, D. & Duguid F. (2021, June) Invited presentation: "*Stakeholder Engagement and Co-operative Performance.*" International Co-operative Governance Symposium, Saint Mary's University. Virtual.

Rixon, D., Duguid, F., Gosselin, E., & Charbonneau, J. (2021, June) Invited presentation: "*Made for co-ops, by co-ops: The development of co-operative-designed indicators for the SDGs.*" Canadian Association for Studies in Co-operatives. Virtual.

Rixon, D. & Pigeon M. (2021, June) Invited presentation: "*Talking Like a Co-operative.*" Canadian Association for Studies in Co-operatives. Virtual.

Research Awards and Distinctions

Aydede, Y. (2021) Sobey Professorship: Economics.

Kochetova, N. (2021) Sobey Professorship: Accounting.

Loughlin, C. (2021) President's Award for Research Excellence, Saint Mary's University.

Pancer, E. (2021) Sobey Professorship: Marketing.

Tabvuma, V. (2021) Sobey Professorship: Management.

Zhang, M. (2021) Sobey Professorship: Finance, Informations Systems and Management Science.

New External Research Grants Awarded

Dilmaghani, M. (Co-Director). SSHRC Partnership Grant, Stage 1. Awarded 2021. 2022-2028: \$2.5 million.

Robinson M.A., **Fiset, J.**, Gregoire, D. HEC Montréal Internal Research Competition. 2021 – 2022: \$10,000.

Pancer, E. (Academic supervisor). MITACS Business Strategy Program. Business transitioning to CRM software. 2021: \$20,000.

Rixon, D. ESRC Impact Acceleration Account – User Engagement Fund, University of Birmingham. Grant used to support research on Statement of Recommended Practices for Co-operatives. 2021. £6,618.7

Rixon, D. Faculty of Graduate Studies and Research. Grant used to support research on Statement of Recommended Practices for Co-operatives. 2021. \$3,000.

Rixon, D. SMU Works, Saint Mary's University, Graduate Student Grant. Grant used to support research on accounting standards for co-operatives. 2021. \$6,854.

Rixon, D. SSHRC Partnership Engage Grant. Mental Health and Covid-19: Bridging The Gap. 2021. \$24,960.

Rajabi, E. (PI), **Taghavi, M.** (Co-PI). Research Nova Scotia, New Health Investigator Grant. Identifying ALC patients by leveraging machine learning algorithms. 2021-2023. \$97,418.





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