

Research Bulletin

SEPTEMBER AUGUST
2018-2019



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UPDATES

- June 2, 2020 Additions to PhD section: Shaffner scholarly activities.
(Page added)
Added photos to Research Symposium, page 11.
Renumbered pages.

Message from the Dean

AS ACADEMICS, RESEARCH REMAINS ONE OF THE MOST IMPORTANT CONTRIBUTIONS WE MAKE TO THE WORLD. Since coming to lead the Sobey School of Business two years ago, continuing to celebrate and accelerate the exemplary research work done here has been a primary goal of mine.

This bulletin is intended as a step towards developing our community's awareness of the quality and quantity of excellent research coming out of the Sobey School of Business. Our researchers publish in top journals, and explore a wide breadth of topics, as you will see herein. We have several active research centres that are exploring cutting edge topics in retail innovation, social impact measures, co-operative accounting best practices and economics of immigration, among other topics.

Our PhD program produces top scholars in Management. Soon we will add new streams that will expand our PhD scholarship into Accounting and Finance.

We recently completed our strategic plan for the next five years, titled *Elevating Impact*, with research and scholarship as one of our three key goals. The goal speaks to fostering an environment that will inspire research excellence and train the next generation of scholars. There are many elements in fostering such an environment. Recognition is a starting point and the publication of this bulletin is a step in that direction.

I am very pleased to see the breadth of impactful scholarship profiled in the pages of this bulletin and I congratulate each contributor for their accomplishments over this past year. Collectively, we are committed to making an impact on the practice of business in the Atlantic region and beyond.

Warm regards,

Harjeet S. Bhabra, PhD

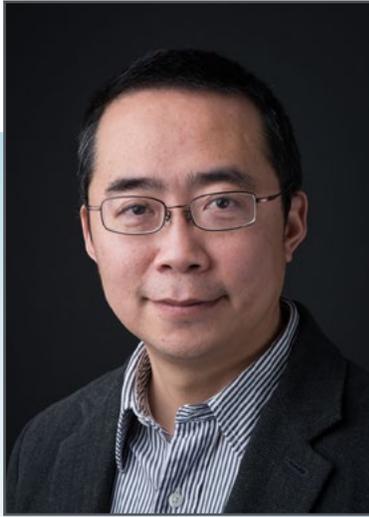
Dean, Sobey School of Business



2020 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 Acting Associate Dean, Research & Knowledge Mobilization



“The common facts of today are the products of yesterday’s research.”

- Duncan MacDonald

RESEARCH IS AT THE HEART OF A UNIVERSITY’S REASON FOR BEING. Discovery and dissemination of new knowledge, development and validation of theories and innovations: these, along with teaching and learning and service, are the central core reasons for which universities exist.

The Sobey School of Business is proud of its long tradition of excellent research. Our faculty members are sought-after research partners for government, third sector and business. They publish in top journals, and break new ground in areas of innovation. We are renowned for our international collaborations, and the strength of our PhD program.

In Sobey’s strategic plan which was recently unveiled, research and discovery again takes its place as a key pillar of our endeavours.

In the past, we have not typically led our promotions with our excellent research. It may seem like a well-kept secret. We offer this document as an entry point into some of the work produced by our researchers over a one year period, 2018-2019.

If you have a business problem that needs research, are seeking evidence upon which to base decisions, or want a partner for your research project, feel welcome to contact us at the Sobey School.

Warm regards,

Michael Zhang, PhD

Acting Associate Dean, Research and Knowledge Mobilization

RESEARCH CLUSTERS & GROUPINGS

Research Centres

Atlantic Research Group on Economics of Immigration, Aging and Diversity

The Atlantic Research Group on Economics of Immigration, Aging and Diversity was established to promote research and mobilize knowledge focusing on the economic significance of immigration, diversity and aging. The centre will provide 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.

Research Activities

- National opinion poll on immigration (in collaboration with Association for Canadian Studies, with oversampling of Atlantic Canada, sponsored in collaboration with ACOA)
- Edition of Canadian Diversity (co-edited with Dalhousie University professor)
- Immigration in Nova Scotia: Who comes, who stays, who leaves and why? (commissioned by the Province of Nova Scotia)
- Understanding the probability of interprovincial migration of immigrants and native-born (with Ryan Lochhead)
- Valuation of human capital of immigrants and native-born in Atlantic Canada and rest of Canada (with Martha MacDonald)
- Labour market performance of visible minority first and second-generation immigrants (with Shantanu Debbarman, U. of Manitoba, Sobey Master of Applied Economics alumni)

Knowledge Mobilization Activities

Public outreach events:

- The Francophone Immigrants in L'Acadie du Nouveau Brunswick: Some Issues and Challenges in Welcoming Them (Université de Moncton campus, February 25, 2019. Total attendance 60)
- Public forum on immigration, mobility and economy (University of Prince Edward Island, March 15-2019. Total attendance 60)

- Partnered with NSOI, IRCC and Association for Canadian Studies (ACS) in holding the 21st National Metropolis conference (Halifax Convention Centre, March 21-23 2019, represented on steering committee. Total attendance 800)
- Seven workshops held in collaboration with ACS under the auspices of National Metropolis conference (HCC, March 21-23, each workshop had at least 3 speakers and was attended by at least 30 people)
- Co-hosted with Canadian Research Data Centre, conference in Halifax: Advancing the Health and Well-Being of Canadians: From Survey and Administrative Data to Sound Policy. (Hotel Halifax, October 24 & 25, 2019. Total attendance 75).
- Co-hosted a conference with Stephen Jarislowsky Chair in Intercultural Studies at Memorial University of Newfoundland on Productivity, Innovation and Entrepreneurship: The role of immigration and workforce diversity (Memorial University, Nov 25-26 2019. Total attendance 70).

Quarterly newsletter

- Distributed across Atlantic Canada and IRCC (Ottawa) is also a subscriber

Media Interviews

- Financial Post (2019-06-27)
- Ottawa Citizen (2019-06-27)
- Vancouver Sun (2019-06-27)
- The Chronicle Herald (2019-03-20)





Centre for Leadership Excellence

The Centre for Leadership Excellence is a Senate centre of the Sobey School of Business at Saint Mary's University. The Centre for Leadership Excellence (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: *Capacity Building for Innovation* and *Impactlab*.

Grants

- *CLARI grant 2019-2020*: \$7500. Impact assessment, SDG modeling and ownership transfer in Social Innovation Lab. (Aug 2019)

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.

- *National Rural Co-operative Finance Corporation*
Daphne Rixon (PI), Co-applicant: Fiona Duguid, \$10,000 (US), *Measuring the Co-operative Difference*, 2019.

Editorial Board

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

Research Grants

- *Change Lab Action Research Initiative (CLARI)*
Daphne Rixon (PI), Co-applicants: Heidi Weigand (MSVU) and Leslie Brown (MSVU), - \$7,500, *Developing a Strategic Plan for Healthy Minds Co-operative*.
- *National Rural Electric Association*
Daphne Rixon (PI), Co-applicant: Fiona Duguid. \$10,000, *Measuring the Co-operative Difference*, 2019.
- *Co-operatives and Mutuals Canada*
Fiona Duguid (PI), \$10,000 (US). *Co-operatives and Sustainability: Measuring the SDGs*, 2019.



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.

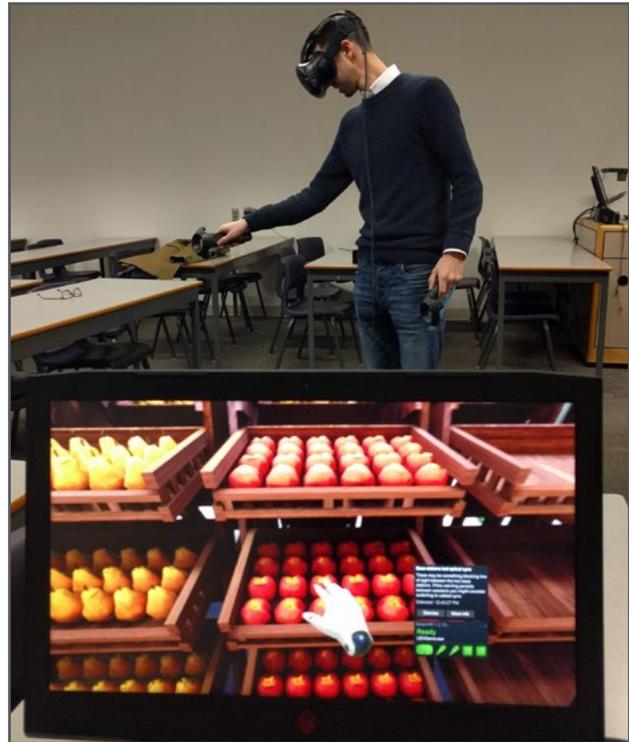
Highlights for 2018-2019 include funding dispersed to faculty to support retail-related research; the DSC is the first-ever research partner for eBay's Retail Revival program; and the technology achievements of developing a retail robot and a VR store, both for the purposes of future research. Currently the DSC is conducting a survey examining consumer behaviour changes during the COVID-19 pandemic.

Reports:

- The Promise of Artificial Intelligence (AI) for Retailing - Wayde Crawford and Ramesh Venkat
- Greening the Retail Value Chain - Wayde Crawford and Ramesh Venkat

Projects Funded by DSC:

- Chantal Hervieux and Margaret McKee, "Impact Assessment of the Retail Activities of a Social Enterprise."
- Claudia De Fuentes, "Determinants of Innovation in Services Firms Located in Canada."
- Ethan Pancer, "Using Computer Vision Algorithms to Optimize the Communication of New Products."
- Feng Liu, "Tit-for-tat: A Study on Mistreatment Behaviours in Real-time Interactions Between Service Employees and Customers."
- Pawan Lingras, "Inventory Prediction for Products with Short Lifecycles Using Machine Learning."
- Rahman Khokhar, "Effect of Disruptive Technologies of Retail Banking Activities."
- Vurain Tabvuma, "A Meta-analysis of Impact of the Informal Sector on Retail Organizations."



The David Sobey Centre for Innovation in Retailing and Services (DSC) has produced a virtual reality store to use in research.

- Xiaoyu Liu, "Corporate Reputation Repair and Stakeholder Integration in Retail Industries."

Innovation Projects Funded:

- Development of a Retail Robot for In-store Inventory Counting, Pricing and Planogram Compliance (Adel Merabet)
- Development of a Virtual Reality Retail Store for Experimental Research and Education.

External Research Partnerships:

- e-Bay Canada - Impact of E-Commerce on Brick-and-Mortar Retail (Ramesh Venkat)
- MacQuarries Pharmasave - Measuring Customer Engagement (Ramesh Venkat)

Media Interviews:

- CBC - April 2019 - Self-Checkouts in Retail Stores (Ramesh Venkat)
- CBC - January 2019 - Branded Merchandize (Ramesh Venkat)



International Centre for Co-operative Management (ICCM)

The International Centre for Co-operative Management (ICCM) is a leader in management education, applied research, and knowledge dissemination for the co-operative, credit union, and mutual sector.

Industry Reports and Contributions

ICCM launched an online Working Paper Series in 2019, and 2019 publications include:

Novkovic, S. & Miner, K. 2019. Compensation in co-operatives: values based philosophies. 01/2019. International Centre for Co-operative Management Working Paper Series. Working Paper 19-01

Novkovic, S. 2019. Are co-operatives transformative, or just businesses? 02/2019. International Centre for Co-operative Management Working Paper Series [reprint]. Working Paper 19-02

Novkovic, S. 2019. The balancing act: Reconciling the economic and social goals of co-operatives. 03/2019. International Centre for Co-operative Management Working Paper Series [reprint]. Working Paper 2019-03

Plus, the Centre is proud to promote relevant publications from faculty and program graduates. For a full list, visit managementstudies.coop and click on Research and Resources. Examples:

Graduate Diploma Graduate - Bulmash, Eric. 2019. Meeting the Needs of Independent Workers at Vancity Credit Union, article released by Filene Institute

Master's graduate - Gosselin, Eric. 2019. "The Fuzzy Feeling Isn't There": Version One of the Cooperative Performance Indicator Tool Misses the Mark for Micro Coops. International Journal of Co-operative Accounting and Management

Master's graduate - Schatz, Wayne. 2019. Five Critical Things Every Co-operative Leader Should Know. International Journal of Co-operative Accounting and Management.

Other industry contributions:

Crowell, Erbin and Sonja Novkovic 2019. ESOPs or Co-ops? Depends on the Long-Term Goal. 50by50-Democracy collaborative, USA. <https://www.fiftybyfifty.org/2019/12/erbin-crowell-and-sonja-novkovic-esops-or-co-ops-depends-on-the-long-term-goal/>

PhD Program

The Sobey School of Business PhD program has been focused on management for the past 20 years. The program brings together a core team of internationally recognized faculty to deliver a flexible, but rigorous doctoral program geared specifically to working professionals. Sobey's PhD students and graduates have contributed significant scholarship over the years. In 2021, streams for Accounting and Finance will be added.



PhD Candidate Names, Defense Dates, and Dissertation Titles

Ryan MacNeil. 14 March 2018. Public Organizations as Anchors and Quartermasters of Innovation: The Case Of Ocean Science Instrumentalities in Nova Scotia, Canada.

John MacNamara. 7 November 2018. Managing the Co-operative Commons: A Comparison of Management Practice and Operationalization of the Co-operative Identity.

Caterina Bettin. 30 August 2019. The Amodern Self: Towards an Aesthetic Approach to Subjectivity in Organizations.

Maier, Pat, Stephanie MacPherson, Janice Tulk, Mary Beth Doucette, and Tracey Menge. "Eskasoni Cultural Journeys: A community-led approach to sustainable tourism." *Journal of Aboriginal Economic Development*. VOL 11.NO1: November 2018. (pp. 89-105)

Deal, Nicholas

Deal, N.M., Mills, A.J., & Helms Mills, J. "Amodern, and modern warfare in the making of a commercial airline." *Management & Organizational History*, Vol. 13, NO.4, November 2018 (pp. 373-396)

Doucette, M., & Deal, N.M., "CJAS constructions of Canadian pluralism." *The Workplace Review*, April 2019. (pp.31-54)

Shaffner, Ellen

Shaffner, E.C., Mills, A.J., & Helms Mills, J.C. (2019). "Intersectional history: Exploring intersectionality over time." *Journal of Management History*, 25(4), 444-463. <https://doi.org/10.1108/JMH-02-2018-0011>

Williams, Kristin

Williams, K.S. & Helms Mills, J. "The study of a global N.G.O. and the making of an ideal volunteer." *Workplace Review*, April 2018, (pp. 57-82)

Yu, Tianyuan

Yu, T., Mills, A. & Peng, N. "A Reflexive Critique of a Critical Hermeneutics Analysis of Wu Zetian." *Qualitative Research in Organizations and Management: An International Journal*. VOL. 13 NO.3, September 2018 (pp. 250-260)

PhD Student Publications

Refereed Journal Articles

Arseneault, Renè

Arseneault, R. & Catano, V. (2019). "An extension of the Dark Triad and Five Factor model to three Asian societies." *Asian Journal of Social Psychology*, VOL.22, July 2019 (pp. 358-368)

Doucette, Mary Beth

Root, E., Stephen Augustine, Kathy Snow, & Mary Doucette. "Evidence of Co-learning through a Relational Pedagogy: Indigenizing the Curriculum through MIKM 2701." *The Canadian Journal for the Scholarship of Teaching and Learning*. VOL 10. NO.1 May 2019.

Doucette, M., & Nicholas Deal. "Canadian Pluralism an institutional logic in CJAS." *Workplace Review*. April 2019 (pp.31-54)

International Conference Keynotes, Presentations, and Proceedings

Arseneault, René

Arseneault, R. & Catano, V. "The Dark Triad and Hierarchical Societies: an extension study to South Korea." Manuscript presented at the *Administrative Sciences Association of Canada Conference, St. Catharines, Ontario. May 2019.*

Deal, Nicholous

Deal, N.M., Arseneault, R., Mills, A.J., & Helms Mills, J. "Examining the knowledge production processes of business studies in Canada: Atlantic Schools of Business Conference." *The Atlantic Schools of Business, Moncton, New Brunswick. September 28-30 2018.*

Baker, M., Helms Mills, J., Hartt, C.M., Shaffner, E.C., & Deal, N.M. "Setting up for success: A thoughtful discussion on teaching assistants in Canadian academia." *Atlantic Schools of Business Annual Conference, Moncton, New Brunswick. September 28-30 2018.*

Arseneault, R., Helms Mills, J., & Deal, N.M. "Frameworks, typologies, and praxis: accounting for history in organization studies." *Administrative Sciences Association of Canada (Business History Division), Toronto, Ontario. October 2018.*

Deal, N.M., Mills, A.J., & Helms Mills, J. "Amodern and modern warfare in the making of a commercial airline." *The Administrative Sciences Association of Canada (Business History Division), Toronto, Ontario. May 2018.*

Hendricks, K., Deal, N.M., Helms Mills, J., and Mills, A. J. "Intersectionality - A Matter of Time How Intersectionality is Experienced over Time: A Case Study of British Airways (1930-1974)." *Baltic Connections: Conference on Social Science History. March 2019*

Hendricks, Kerry

Hendricks, K., Deal, N.M., Helms Mills, J., and Mills, A. J. "Intersectionality - A Matter of Time How Intersectionality is Experienced over Time: A Case Study of British Airways (1930-1974)" *Baltic Connections: Conference on Social Science History. March 2019*

Bettin, Catarina

Bettin, C. "Poetics Selves: An Aesthetic Investigation of M.M.A. fighters." Paper presented at the *International Doctoral Consortium (I.D.C.) in Mexico City (Mexico), June 2019*

Doucette, Mary Beth

Doucette, M. "Etuaptimunk/Two-Eyed Seeing: Integrative storytelling for organizational management." Paper presented at the *I.D.C. 2019, Universidad Anahuac Mexico. June 5-7 2019*

Kanewischer, Blake

Johnston, S.L., Kanewischer, B., & Minton, R. "Experiential Learning: Just-In-Time, Peer-Driven Collaborative Learning in Project Management." *The Society for Teaching and Learning in Higher Education Annual Conference, Winnipeg, MB. June 2019*

McNally, Corinne

Shasanka Chalise, Kara Arnold, Catherine Loughlin, Cara Scheuer & Corinne McNally. "Board Gender Diversity: A Systematic Review and an Integrated Multi-level Model." *European Academy of Management, Lisbon, Portugal. June 25-27 2019.*

Richard, Tasha

Richard, T., Mills, A. J., & Helms Mills, J. "The Impact of Funding Agencies on the Sociology of Knowledge." *The Administrative Sciences Association of Canada, Toronto, Ontario. June 2018*

Richard, T. "The Entrepreneurial Propensity of Women Revisited 10 Years Later." *The Diana International Research Conference, Babson College, Wellesley, MA. June 2019*

Richard, T. "Everything to Offer or Something to Prove? The Othering of Women in the newly formed Canada-United States Council for Advancement of Women Entrepreneurs and Business Leaders." *The Diana International Research Conference, Babson College, Wellesley, MA. June 2019*

Shaffner, Ellen

Shaffner, E.C. "So that's How it is: Race, professionalism and identity in the Nova Scotia Bar Society." *Presentation at the Critical Management Studies Conference, The Open University, Milton Keynes, UK. June, 2019*

Shaffner, E.C. "You are just a temp: Intersectional experiences of temporary help agency workers in Nova Scotia," *Presentation at the Atlantic Schools of Business Annual Conference, Universite de Moncton, Moncton, NB. September 2018*

Shaffner, E.C. & Helms Mills, J.C. "Intersectional history: Exploring the possibilities of intersectionality over time." *Accepted for presentation at the Academy of Management Annual Meeting, Chicago, IL. August 2018*

Yu, Tianyuan

Yu, T. & Mills, A. "Enlightenment, Intuition and Creativity Training: Introducing Zen Koan Pedagogy", *35th EGOS (European Group for Organizational Studies) Colloquium, Edinburgh, United Kingdom. July 4-6, 2019*

Distinctions

Jamjoom, Leila

Program Coordinator, Gender and Diversity in Organizations, ASAC. 2018-2019

Kaneswicher, Blake

Member & Accreditation Team Member, Information Systems and Technology Accrediting Council (ISTAC) 2016-2020. <http://www.cips.ca/ISTAC>

Member & Education Subcommittee Evaluator, CIPS Certification Council. 2017-2020

Evaluator of applicants' educational qualifications for CIPS certification (I.S.P., ITCP) 2017-2020

Shaffner, Ellen

Best Student Paper Award (2018), Atlantic Schools of Business Annual Conference.

Sobey School & BNUZ Research Symposium 2019

In November, over 30 researchers from Sobey School of Business and Beijing Normal University - Zhuhai gathered in Halifax to share knowledge and build research collaborations at the 2nd Research Symposium.





In November, Sobey School hosted Finance for the Future, focused on responsible investing.

Principles for Responsible Management Education (PRME)

The Sobey School of Business is a signatory to the PRME initiative and committed to working on the UN's Sustainable Development Goals (SDGs). The Principles for Responsible Management Education provide a framework for academic institutions to advance the broader cause of corporate social responsibility and incorporate universal values into curricula and research.

The Sobey School of Business was proud to be selected as PRME Champions for the 2020-2021 cycle. PRME Champions are a group of PRME signatories who have committed to being leaders in the space of responsible management education.

In recent years, we've noticed a trend at the Sobey School of Business. Many of our recent faculty hires are doing work in very relevant areas of issues relating to the Sustainable Development Goals. In fact, over half (54.9%) of the journal articles published by our faculty in the past two years can clearly be tied to at least one of the Sustainable Development Goals. Naturally, some of the Sustainable Development Goals align well with a business education, such as SDG 8: Decent Work and Economic Growth and SDG 9: Industry, Innovation and Infrastructure, but we were inspired to see that our faculty are incorporating over 10 of the Sustainable Development Goals regularly into their research, with some of our faculty even doing research on the Sustainable Development Goals themselves!

We would like to profile just a few of our innovative faculty members who are doing research and teaching students on the important and relevant issues that we are facing as a globe.

Corporate Knights Ranking

The Sobey School ranked in the top 10 of the Corporate Knights Better World MBA ranking in both 2018 and 2019 and in both years was the number 2 Canadian school on the list. In 2019, Corporate Knights judged 146 business schools, culled from the Financial Times top 100, past top 40 Better World listed programs, accredited schools and those who, like Sobey, are signatories to PRME. The ranking speaks to a schools' commitment to environmental and social responsibility. Sobey has placed on the list for the last five years, four of those in the top 15, and two in the top ten.

Participating schools are graded on five indicators: the number of institutes and centres dedicated to sustainable development; the percentage of core courses that integrate sustainable development; faculty research publications and citations on sustainable development themes; and faculty gender and racial diversity.

We are especially proud of our achievement in 2019 when methodological changes to the survey emphasized research impact (as opposed to research productivity).

"Placed as we are here on the east coast of Canada, the impacts of climate change are strongly felt. At the same time, our province is a leader in immigration, and has a deep history in co-operative and alternate business models. We understand how important sustainability must be in business today," noted Dean Harjeet Bhabra in the press release published with the ranking announcement. "We are proud of our faculty's strengths in international research and ethics, and the growing expertise in social enterprise development at Saint Mary's, which have helped us achieve this recognition."

PRME

*an initiative of the
United Nations Global Compact*

To learn more about Sobey School's PRME commitment, read our report: <https://smu.ca/academics/sobey/sobey-about-accreditation-and-partnerships.html>. Our new report will be posted in June 2020.

RESEARCH

a. Refereed Journal Articles

- Athanasakou, V.** & Athanassakos, G. (2019). Earnings quality and book-to-market in the cross section of expected returns. *Multinational Finance Journal*, 23(3/4), 169-210.
- Aivazian, A., **Rahaman, M.**, & Zhou, S. (2019). Does corporate diversification provide insurance against economic disruptions? *Journal of Business Research*, 100, 218-233. doi: [10.1016/j.jbusres.2019.03.044](https://doi.org/10.1016/j.jbusres.2019.03.044)
- Anderson, B.** & Shute, M. (2019). Is there a unity of practical reason that embraces law and morals? *Law and Morals*, Vol. 3, ed. A. Ferreira Leite de Paula, A. Santacoloma Santacoloma, Archiv fur Rechts und Sozialphilosophie, (Stuttgart: Franz Steiner Verlag), 117-128.
- Aromaa, E., Eriksson, P., & **Mills, A.J.** (2019). We do get terribly enthusiastic about everything! Performing emotion rules through parody. *International Journal of Human Resources Development and Management*, 19(1), 75-91.
- Aromaa, E., Eriksson, P., **Helms Mills, J.**, Hiltunen, E., Lammassaari, M., & **Mills, A. J.** (2019). Critical sensemaking: challenges and promises. *Qualitative Research in Organizations & Management*, 14(3), 356-376. doi: [10.1108/QROM-05-2018-1645](https://doi.org/10.1108/QROM-05-2018-1645)
- Arsenault, R., **Deal, N.**, & **Mills, A. J.** (2019). Reading "Canadian" management in context: Development of English and French education. *Journal of Management History*, 25(2), 180-202.
- Ashworth, L., Darke, P.R., McShane, L., & **Vu, T.** (2019). The rules of exchange: The role of an exchange surplus in producing the endowment effect. *Organizational Behavior and Human Decision Processes*, 152, 11-24. doi: [10.1016/j.obhdp.2019.03.012](https://doi.org/10.1016/j.obhdp.2019.03.012)
- Bae, K.-H., **Driss, H.**, & Roberts, G. S. (2018). Does Competition Affect Ratings Quality? Evidence from Canadian Corporate Bonds. SSRN Electronic Journal. doi: [10.2139/ssrn.3137107](https://doi.org/10.2139/ssrn.3137107)
- Bettin, C. & **Mills, A.J.** (2018). More than a feminist: ANTi-Historical reflections on Simone de Beauvoir. *Management & Organizational History*, 13(1), 65-85.
- Bleijenbergh, I., Booyzen, L. A. E., & **Mills, A. J.** (2018). Approaches, methods and critical diversity scholarship: the challenges and the outcomes. *Qualitative Research on Organizations and Management*, 13(3), 206-217.
- * Brown, L., Hicks, E., Leblanc, A., and Peterson, B. (2019). Self-assessment and strategic planning in the retail coop food sector: using the Sustainability and Planning Scorecard Kit (SPSK) in a crisis context. *Canadian Journal of Nonprofit and Social Economy Research (ANSERJ)*, Vol. 9 No. 1.
- Chamberlain, T. W., Hidayat, S., & **Khokhar, A. R.** (in press). Credit risk in Islamic banking: evidence from the GCC. *Journal of Islamic Accounting and Business Research*. (Forthcoming, Accepted March 2019).
- Chowhan, J., Denton, M., Brookman, C., Davies, S., **Sayin, F. K.**, & Zeytinoglu, I. (2019). Work intensification and health outcomes of health sector workers. *Personnel Review*, 48(2), 342-359. doi: [10.1108/pr-10-2017-0287](https://doi.org/10.1108/pr-10-2017-0287)
- Corrigan, L.T.** and **Mills, A.J.** (2018). Occupy Nova Scotia: Dramaturgical politics of contested space. *Ephemera. Theory and Politics in Organization*, 18(3), 477-504.
- * Costa E., Goulart da Silva G. (2019). Non-Profit Accountability: the viewpoint of the primary stakeholders, *Financial Accountability & Management*, Vol. 35, pp. 37-54.
- * Costa E., Pesci C., Andreaus M., Taufer E. (2019). Empathy, closeness and distance in non-profit accountability. *Accounting, Auditing and Accountability Journal*, Vol. 32, No. 1, pp. 224-254.
- De Fuentes, Claudia;** Dutrénit, Gabriela; Gras, Natalia; Santiago, Fernando (2019) Determinants of innovation and productivity across manufacturing and services sectors: micro evidence from Mexico, *Innovation and Development*, DOI: [10.1080/2157930X.2019.1622248](https://doi.org/10.1080/2157930X.2019.1622248)
- De Fuentes, C.**, Santiago, F. & Temel, S. (2018) Perception of innovation barriers by successful and unsuccessful innovators in emerging economies. *Journal of Technology Transfer*. <https://doi.org/10.1007/s10961-018-9706-0>
- Dilmaghani, M.** (2019). Exploring the link between sexual orientation, work-life balance satisfaction and work-life segmentation. *International Journal of Manpower*, ahead-of-print(ahead-of-print). doi: [10.1108/ijm-10-2018-0313](https://doi.org/10.1108/ijm-10-2018-0313)

* Elizabeth Hicks and Ericka Costa are CEARC board members

- Driscoll, C.**, Mclsaac, E.M., & Wiebe, E. (2019). The material nature of spirituality in the workplace: From transcendent ethical values to immanent ethical actions. *Journal of Management, Spirituality, and Religion*, 16(2), 155-177.
- Furey, M. & **Rixon, D.** (2019). Who's the boss in risky business? Clarity around responsibility for decision making becomes critical during a crisis. *American Journal of Management*, 19(3), 64-80.
- Gillam, C., and **A. Charles.** (2019). Community wellbeing: the impacts of inequality, racism and environment on a Brazilian coastal slum. *World Development Perspectives*, 13, 18-24. doi: [10.1016/j.wdp.2019.02.006](https://doi.org/10.1016/j.wdp.2019.02.006)
- Golmohammadi, A., **Taghavi, M.**, Farivar, S., & Azad, N. (2018). Three strategies for engaging a buyer in supplier development efforts. *International Journal of Production Economics*. <https://doi.org/10.1016/j.ijpe.2018.09.015>
- Grandy, G. & **Rixon, D.** (2018). Who really benefits: Neighbourhood Credit Union's merger decision, Teaching Case, *CASE Journal*, (14)6, 736-752.
- Grandy, K.** (2019). Freeze frame: Media coverage of Apple's and Facebook's egg-freezing employee benefit. *Gender in Management: An International Journal*, 34(5), 384-397. doi: [10.1108/GM-07-2018-0080](https://doi.org/10.1108/GM-07-2018-0080)
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b. Books and Book Chapters

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- Durepos, G. & **A. J. Mills.** (2018). ANTi-History. In Cassell, C., Cunliffe, A. & Grandy, G. (Eds.), *The Sage Handbook of Qualitative Research Methods in Business and Management* (pp. 431-449). London: Sage.
- Durepos, Gabrielle, **Mills, Albert J.,** & Genoe McLaren, T. (in press). Contextualizing the historian: An ANTI-history perspective. In K. Bruce (Ed.), *Handbook of Organizational History*. London: Edward Elgar.
- Garcia, S.M., Ye, Y., Rice, J., & **Charles, A.** (Eds). (2018). Rebuilding of Marine Fisheries. Part 1: Global Review. FAO Fisheries and Aquaculture Technical Paper No. 630/1. Food and Agriculture Organisation of the United Nations. Rome, Italy.
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- Mills, A. J. & Jean Helms Mills.** (2018). Archival Research. In Cassell, C., Cunliffe, A. & Grandy, G. (Eds.), *The Sage Handbook of Qualitative Research Methods in Business and Management* (pp. 32-46). London: Sage
- Mills, A. J. & Helms Mills, J.** (2018). Feminist methods and the study of gendering of organizations over time. In Pringle, J., Booyzen, L., & Bendl, R. (Eds.), *The Handbook of Research Methods in Diversity Management, Equality and Inclusion at Work* (pp. 268-300). London: Edward Elgar.
- Mills, A. J. & Novicevic, M.** (2019), *Management and organizational history: A research overview*. London: Routledge.
- Miner, K. and Novkovic, S.** 2019. Cooperatives and sustainable development goals: Power in purpose. *Cooperative Business Journal*, Fall issue, NCBA Washington DC: 26-36.
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- Novkovic, S. & Veltmeyer, H.** (Eds.) (2018). *Cooperativism and local development in Cuba: An agenda for democratic social change*. Boston: Brill.
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- Novkovic, S.** (2018). The role of cooperatives in Cuba's transforming economy. In Novkovic, S., & Veltmeyer, H. (Eds.), *Cooperativism and local development in Cuba: An agenda for democratic social change* (pp. 197-218). Boston: Brill.

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Novkovic, S. & Miner, K. *Co-operative compensation philosophy and principles*. A report submitted to the Board of directors, Vancity Credit Union (industry report)

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Williams, K., and **Mills, A. J.** (in press). Critical feminist historiography: A conceptual model. In K. Bruce (Ed.), *Handbook of Organizational History*. London: Edward Elgar.

Williams, K.S. & **Mills, A.J.** (in press). Discursive writing, representations of the past and gender: Writing Frances Perkins out of management and organizational leadership. In McMurray, R., Pullen A., & Tomlinson, N. (Eds.), *Routledge Focus on Women Writers in Organizational Studies*. London: Routledge.

Williams, K., & **Mills, A.J.** (in press). Francis Perkins. In McMurray, R. & Pullen, A. (Eds.), *The Routledge Focus on Women Writers in Organization Studies series, Book 4: Rethinking Culture, Organization & Management*. London: Routledge.

Yu, Tianyuan, **Mills, A. J.**, & **Helms Mills, J.** (in press). Towards a Zen-informed approach to management and organizational studies. In K. Bruce (Ed.), *Handbook of Organizational History*. London: Edward Elgar.

c. International Conference Keynotes, Presentations and Proceedings

Anderson, B. (2019, September). Identifying and Solving Intractable Debates and Conflicts in Legal Theory. XIII Annual Conference of the Central and Eastern European Network of Jurisprudence (CEENJ): Work in Progress, Faculty of Law, Comenius University, Bratislava, Slovakia.

Anderson, B. & Morgan, K. (2019, July). Law & Memory: Counter-Monuments and The Expulsion of the Acadians from Nova Scotia. Special Workshop #54 - Dignity, Diversity, and Human Rights, IVR World Congress of Philosophy of Law and Legal Theory, Law Faculty, University of Lucerne, Switzerland.

Anderson, B. (2019, July). Knowing, Objectivity, Objects & Reality in Legal Theory. Special Workshop #118 - Legal Realisms, IVR World Congress of Philosophy of Law and Legal Theory, Law Faculty, University of Lucerne, Switzerland.

Anderson, B. (2019, July). Practical Reasoning in Legal Practice and Legal Theory. Special Workshop #98 - Practical Reasoning, IVR World Congress of Philosophy of Law and Legal Theory, Law Faculty, University of Lucerne, Switzerland.

Anderson, B. (2019, May). What should we be teaching our business law students? Canadian Academy of Legal Studies in Business Annual Conference, Halifax, NS.

Bagozzi, R. P., Stornelli, J., Verbeke, W., Bagozzi, B. E., Chakrabarti, A., & **Vu, T.** (2018, October). Competition and Trust in Economic Games: Biology Matters, but so do the Environment and Self-Consciousness. Association for Consumer Research Conference, Dallas, TX.

Brown, L. & **Rixon, D.** (2018, October 4-6). Our co-op is in crisis: Should we take time to do strategic planning? North American Case Research Association Conference, Orlando, FL.

Brown, L., **Rixon, D.**, & Weigand, H. (2019, June 6). Doing it Our Way: Innovative Strategic Planning with a Community Focus. Association for Nonprofit and Social Economy Research, University of British Columbia.

- Brunelle, D., **De Fuentes, C.**, Hall, P., Montsion, J-M. Canadian Gateway Cities: Four reflections on Transportation Infrastructure, Global Value Chains and Urban Governance. Panel at Canadian Transportation Research Forum (CTRF), Panel May 28, 2019, Vancouver, B.C.
- Brunelle, D., **De Fuentes, C.**, Hall, P., Montsion, J-M. Canadian Gateway Cities: A workshop on Transportation Infrastructure, Global Value Chains and Urban Governance. Workshop at Canadian Transportation Research Forum (CTRF), Workshop May 28, 2019, Vancouver, B.C.
- De Fuentes, C.**, Rhinelander, J., Peerally, J. Building knowledge from engaging in backward and forward global value chains. Presented by De Fuentes, C. at Association of American Geographers (AAG), special session April 3, 2019. Washington, D.C.
- De Fuentes, C.** Navigating from the centre - How linkages across discourses, data and stakeholders impact public policy development. Presented by De Fuentes, C. at Canadian Evaluation Society (CES), special session May 27, 2019, Halifax, N.S.
- Driscoll, C., Wicks, D., McKee, M.C., & Carroll, W.** (2019, August). Innovating or Delegitimizing? Commercialization of Business Education in a North American Context. Paper presented at the Society for Business Ethics Annual Meeting, Boston, MA.
- Driscoll, C.** (2019, August). Deconstructing and De-mystifying Legitimacy Management in Catholic Church Response to Its Clergy Sexual Abuse Crisis. Paper presented at the Academy of Management Annual Meeting, Boston, MA.
- Driscoll, C., & Mclsaac, E.M.** (2018, October). Priming a New Learner-Educator-Researcher Model: Using a Transformative Approach to Address Some Challenges to Integrating Principles of Responsible Management Education. International Vincentian Business Ethics Conference, New York, NY.
- Duguid, F. & **Rixon, D.** (2019, May 30). Impact Based on the Co-operative Principles: Data from Co-operative Performance Indicators (CPI). Canadian Association for Studies in Co-operation Conference, Montreal, QC.
- Duguid F., & **Rixon, D.** (2019, July 11). Using Participatory Action Research to Develop Indicators in the Co-operative Sector. Community Innovation and Social Enterprise Conference, Sydney, NS.
- Fatemi, A., Fooladi, I., Sy, O., & **Zaman, A.** (2019, June). Corporate Headquarter Relocation and CSR Performance. 2019 FMA European Conference, Glasgow, Scotland.
- Grandy, K.** (2019, June). 'Great strides?': Metaphors in Corporate Executives' Media Interviews about Sustainability. Presented at the Canadian Communication Association Conference, CFHSS Congress, University of British Columbia, Vancouver, BC.
- Howell, R. T., **Vu, T.**, & Guevarra, D. (2019, February). The Best Things in Life are Things. Presented at the Society for Consumer Psychology Winter Conference, Savannah, GA.
- Liu, F., & Maitlis, S.** (2019, August 12). Seeing the unseen dynamics in the boardroom: A case of board sensemaking failure. Paper presented at Academy of Management Annual Meeting, Boston, MA.
- Liu, F., & Walker, D.** (2019, August 13). From grim to great: How employees turn customer mistreatment to customer appreciation. Paper presented in the symposium on Aggression in Service Interactions: New Developments in Customer Mistreatment at the Academy of Management Annual Meeting, Boston, MA.
- McCulloch, M. & **Rixon, D.** (2019, May 29). Measuring the Co-operative Difference: A Conceptual Framework for Co-operative Accounting Standards. Canadian Association for Studies in Co-operation Conference, Montreal, QC.
- Miner, K., & Novkovic, S.** (2019, May 27-30). Co-operative compensation philosophy and principles. ICA CCR-CASC-ACE, Montreal, QC.
- Novkovic, S.** (2019, August). Humanistic economics and cooperative enterprise. ICA CCR Europe, Berlin, Germany.
- Novkovic, S.** (2019, May 27-30). Humanistic management paradigm in the cooperative context. ICA CCR-CASC-ACE, Montreal, QC.
- Novkovic, S.** (2019, June 3-4). Invited speaker: Sustainability indicators from the cooperative perspective. UNRISD Conference "Measuring and Reporting Sustainability Performance - Are Corporations and SSE Organizations Meeting the SDG Challenge?" Geneva, Switzerland.
- Novkovic, S.** (2019, June 24). Book launch, panel participant and moderator. Cooperatives and the Future of Work Conference, Geneva, Switzerland International Labour Organization.

- Novkovic, S.** (2019, June 24-27). Invited speaker, Plenary Panel: What and how does social enterprise, cooperative and voluntary action contribute to sustainable development goals? In Conversation with Sonja Novkovic, Angela Eikenberry and Marthe Nyssens. EMES conference, Sheffield, UK.
- Novkovic, S.** (2019, July 14). Invited speaker, Measuring Cooperative Impact. Research seminar, Seoul, Korea.
- Novkovic, S.** (2019, June 16-18). Invited speaker, Transition from socialism to a market economy. The case of Yugoslavia- Social economy centre and Seoul City Hall. Korean Reconciliation conference, Seoul, Korea.
- Novkovic, Sonja** (2018, April 4). Invited expert, COPAC -Technical Working Group on cooperative statistics - Geneva meeting ILO-Cooperatives branch
- Novkovic, S.** (2018, June). The ABCs of cooperative impact study. Participant and presenter; pre-conference meetings of the Council of Cooperative Economists, NCBA, US. Philadelphia, PA.
- Novkovic, S.** (2018). ICA CCR Wageningen - Keynote Network governance.
- Peerally, J., **De Fuentes, C.** Learning before impacting: Framing latecomer social enterprises within the technological capability, innovation and business literatures. Presented by De Fuentes, C. at LALICS, Nov. 9, 2018, Mexico City.
- Rahaman, M.** (2018, December). The Fat Tail: Political Risk and External Financing. Paper presented at the Bank and the Real Economy Symposium, Dubai, UAE.
- Rahman, K.** (2019, May). Presenter, Session Chair and Divisional Co-Chair Finance Division. Administrative Sciences Association of Canada (ASAC), Saint Catherine, ON.
- Rahman, K.** (2018, December). Presenter and Session Chair. Presented research paper on the topic *Effect of Disruptive Technologies on Retail Banking Activities*. Society for Global Business and Economic Development (SGBED) International Research Symposium - Dubai, UAE
- Rixon, D.,** Rois, J., & Faseruk, A. (2019, March 27-29). Green Auditing in the Anglican Church of Canada: To Finance or Not to Finance. Academy of Finance, Chicago, IL.
- Rixon, D.** (2018, October 4-6), Developing Performance Benchmarks for the Cooperative Industrial Sector. North American Case Research Association Conference, Orlando, FL.
- Rixon, D.** (2019, July 4). International Integrated Reporting: Application for Co-operatives, Financial Reporting and Business Communications Conference, Reading, UK.
- Rowlston, N., F. Duguid and **D. Rixon** (2019, May 29). Co-operative Sustainability Performance Measurement: Connecting the Principles and the SDGs. Canadian Association for Studies in Co-operation Conference, Montreal, QC.
- Robitaille, M.** (2019, August). Son preference among migrants in Canada: Sex-selective abortions, stopping behaviour and birth spacing. Econometric Society: European Summer Meeting, Manchester, UK.
- Robitaille, M.** (2019, June). Son preferring fertility behaviours in Turkey. Canadian Economic Association Conference, Banff, AB.
- Vu, T.,** Olson, J., Paolacci, G., & Rick, S. (2018, October). Tightwads and Spendthrifts as Givers and Receivers of Gifts. Association for Consumer Research Conference, Dallas, TX.

d. Research Awards and Distinctions

- Liu, F.,** & Walker, D. (2019, August 13). From grim to great: How employees turn customer mistreatment to customer appreciation. Paper presented in the symposium on Aggression in Service Interactions: New Developments in Customer Mistreatment at the Academy of Management Annual Meeting, Boston, MA.
- Rixon, D.,** Rois, J. & Faseruk, A. (2019, March 27-29). Academy of Finance, Best in Track Award for Special Topics, for paper Green Auditing in the Anglican Church of Canada: To Finance or Not to Finance. Academy of Finance, Chicago, IL.

e. External Research Grants Awarded

De Fuentes, Claudia. Treasury Board of Canada RPIA. Contract research. Impact Assessment for innovation policy programs in Canada Complementarities and Best Practices. January 2019-May 2019. Principal applicant. \$11,300 CAD.

Drira, M., (PI), Kochetova, N. (Co-Investigator). (2018-2023). Towards an Evolutionary Matching Theory of Auditor-Client Relationship. Social Science and Humanities Research Council Insight Grant: \$60,711.

Novkovic, S. (2019-2022). \$650 000. Belgium, FWO (SBO project S006019N), Sels, L.- KU Leuven- PI. Governance of co-operative enterprises under pressure: A multilevel and holistic approach. Euro 2.4 million

Novkovic S. (2019). \$10 000. *The CoopIndex*. CEARC and SSB internal research grant.

Rixon, D. SSHRC Partnership Engage Grant: \$24,900. Grant used to Measuring Sustainable Development Goals in the Canadian Co-operative Sector.

Taghavi, M. (2019-2024). NSERC Discovery Grant and Discovery Launch Supplement. Title: Healthcare Resource Planning for Senior and End-of-life Patients. Amount: \$142,500; Period: 5 years.

f. Other Distinctions

Driscoll, C. (2018-2019). Editorial Board Member, *Journal of Management, Spirituality, and Religion*.

Helms Mills, J. (ongoing). Co-editor in Chief, *Quality in Research and Organizational Methods*, Emerald, Bradford, UK.

Helms Mills, J. (ongoing). Associate Editor, *Gender, Work and Organization*, Blackwell Press, Oxford UK.

M'Zali, B; **Hervieux, C.** (Guest editor, spring 2018-2020). Special edition, Pro-Social Innovations: From Responsible Finance to Social Entrepreneurship. *International Management*.

Novkovic, S. (2016-present). Editorial Board, *Annals of Public and Cooperative Economics*.

Novkovic, S. (2013-present). Series Editor, International Cooperative Alliance, *International Review of Cooperation*.

Novkovic, S. (2017-present). Member of the *Council of Cooperative Economists* for NCBA-CLUSA (the U.S. Apex organization, National Cooperative Business Association)

Novkovic, S. (2013-present). Member of the Advisory Committee for the *World Cooperative Monitor* of the *International Cooperative Alliance*.

Novkovic, S. (2017-present). Member of the Research Advisory group for the OCDC (the U.S. Overseas Cooperative Development Council).

Rixon, D. (2018-present). Editor-in-Chief, *International Journal of Co-operative Accounting and Management*.

Rixon, D. (2011-present). Member, Editorial Board, *Managerial Finance*.

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