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RESEARCH INTERESTS

Since 2004, I have been studying the changing nature of 'work'. By this, I mean the growth and prominence of various 'non-standard work arrangements like fluctuating work schedules, long or short work weeks, casual/on-call/non-permanent employment, and unusual work locations (e.g. telework). While these arrangements can be either 'employer-friendly' &/or 'employee-friendly', they tend to generate more organizational rather than worker benefits. An interesting related issue is that the mix of these work arrangements can affect workers differently according to age, family/household status, location, or stage of life. For example, the type of employment that might appeal to an older worker can be quite different than what would suit a young credentialed worker looking for a path to prosperity and upward-mobility. Similarly, the type of work that is attractive (or at least tolerable) and available to an individual in a small, rural &/or remote community can differ relative to those in a thriving urban centre. Thus, my second research focus is on the specific paid, unpaid, self-, &/or subsidized employment options available to younger, middle-aged or older workers in rural communities of varying sizes in North Atlantic jurisdictions like Northwest Ireland, Northern Norway, the Faroe Islands, Shetland, and especially, Newfoundland.

PUBLICATIONS (reverse chronological order within each section)**PUBLICATIONS - REFEREED JOURNAL ARTICLES**

Cooke, G. B., Chowhan, J., Mac Donald, K., & Mann, S. Forthcoming, as of Aug 2021. Talent management: four "buying versus making" talent development approaches. *Personnel Review*. Available, as of 07 Sept 2021 via 'EarlyCite' at <https://www.emerald.com/insight/content/doi/10.1108/PR-08-2020-0621/full/html> .

Chowhan, J., Mac Donald, K., Mann, S.L., & Cooke, G. B. Forthcoming, as of Oct 2021. Telework in Canada: Who Is Working from Home during the COVID-19 Pandemic? *Relations Industrielles/Industrial Relations*.

Cooke, G.B., Hutchings, D., Donaghey, J., & Zeytinoglu, I.U. 2021. Happy at a price: Employment challenges, life satisfaction, and lifestyle benefits among older individuals in rural communities in Canada and Ireland. *Community, Work and Family (CWF)*, 24(1), 39-59. Originally published online, on 24 Sept 2019, at <https://doi.org/10.1080/13668803.2019.1661830> .

Cooke, G.B. & Petersen, B.K. 2019. A typology of the employment-education-location challenges facing rural island youth. *Island Studies Journal (ISJ)*, 14(1), 101-124.

Cooke, G.B. 2017. Employment-Lifestyle-Location: Future plans of post-secondary Students in Harstad Norway and Letterkenny Ireland. *E-Journal of International and Comparative Labour Studies*, 6(1), 1-27, published by Association for International and Comparative Studies in Labour and Industrial Relations (ADAPT) online at http://ejcls.adapt.it/index.php/ejcls_adapt/article/view/441 .

Zeytinoglu, I. U., Chowhan, J., Cooke, G. B., & Mann, S. 2017. An ill-informed choice: empirical evidence of the link between employers' part-time or temporary employment strategies and workplace performance in Canada. *The International Journal of Human Resource Management*, 28(19), 2713-2737.

Cooke, G.B., Burns, J.K., Mann, S.L., Vardy, K.W.J., & Cass, B.L. 2016. The Case of Ireland's County Donegal: Stimulating Rural Labour Markets via Training, Tourism and Nurturing Social Enterprise and Entrepreneurship. *E-Journal of International and Comparative Labour Studies*, 5(1), 1-44, published by Association for International and Comparative Studies in Labour and Industrial Relations (ADAPT) online at http://www.adapt.it/EJCLS/index.php/ejcls_adapt/index .

Chowhan, J., Zeytinoglu, I.U. & Cooke, G.B. 2016. Immigrants and job satisfaction: Do high performance work systems play a role? *Industrial and Economic Democracy*, 37(4), 690-715. First published on October 31, 2014 online as doi:10.1177/0143831X14550696

Cooke, G.B., Chowhan, J., & Cooper, T. 2014. Dialing it in: A missed opportunity regarding the strategic use of telework. *Relations Industrielles/Industrial Relations*, 69(3), 550-574.

Cooke, G.B., Donaghey, J. & Zeytinoglu, I.U. 2013. The nuanced nature of work quality: evidence from rural Newfoundland and Ireland. *Human Relations*, 66(4), 503-527.

Cooke, G.B. & Cooper, T. 2013. 50+ among the 50+: Who works long workweeks among older workers in Canada? *Community, Work and Family*, 16(1), 39-45.

Chowhan, J., Zeytinoglu, I.U., & Cooke, G.B. 2012. Are immigrants' pay and benefits satisfaction different than Canadian-born? *Relations Industrielles/Industrial Relations*, 67(1), 3-24.

- Cooke, G.B., Chowhan, J. & Brown, T. 2011. Declining versus participating in employer-supported training in Canada. *International Journal of Training & Development*, 15(4), 271-289.
- Mann, S.L., Cooke, G.B., & Zeytinoglu, I.U. 2011. Workplace child care and elder care programs and employee retention. *Journal of Industrial Relations*, 53, 248-254.
- Zeytinoglu, I.U., Cooke, G.B. & Mann, S.L. 2010. Employer offered family support programs, gender and voluntary and involuntary part-time work. *Relations Industrielles/Industrial Relations*, 65(2), 177-195.
- Zeytinoglu, I.U., Cooke, G.B. & Mann, S.L. 2009. Flexibility: whose choice is it anyway? *Relations Industrielles/Industrial Relations*, 64(4), 555-574.
- Cooke, G.B., Zeytinoglu, I.U. & Mann, S.L. 2009. Weekend-based short workweeks: peripheral work or facilitating “work-life balance”? *Community, Work and Family*, 12(4), 409-415.
- Cooke, G.B., Zeytinoglu, I.U. & Chowhan, J. 2009. Barriers to training access. *Perspectives on Labour & Income*, 21(3), 45-56. Statistics Canada. Online version available via <http://www.statcan.gc.ca/pub/75-001-x/2009107/pdf/10907-eng.pdf>.
- Zeytinoglu, I.U. & Cooke, G.B. 2009. On-the-job training in Canada: associations with new information technology, innovation and competition. *Journal of Industrial Relations*, 51(1), 95-112.
- Cooke, G.B., Zeytinoglu, I.U., Agarwal, N. & Rose, J.B. 2008. Employee-friendly and employer-friendly non-standard work schedules and locations. *International Journal of Employment Studies*, 16(2), 31-66.
- Zeytinoglu, I.U., Cooke, G.B., Harry, K. & Chowhan, J. 2008. Low-paid workers and on-the-job training in Canada. *Relations Industrielles/Industrial Relations*, 63(1), 5-29.
- Zeytinoglu, I.U. & Cooke, G.B. 2008. Non-standard employment and promotions: a within genders analysis. *Journal of Industrial Relations*, 50(2), 319-337.
- Cooke, G.B. 2007. Alternative work schedules and related issues among Atlantic Canadians. *The Workplace Review*, 4(2), 8-15. Sobey School of Business at Saint Mary’s University. Available via: <http://www.smu.ca/academic/sobey/workplace/archive.html>.
- Cooke, G.B. & Zeytinoglu, I.U. 2006. Females still face barriers: a commentary on the training gap in Canada. *The Workplace Review*, 3(1), 29-32. Sobey School of Business at Saint Mary’s University. Available via: <http://www.smu.ca/academic/sobey/workplace/archive.html>.
- Zeytinoglu, I.U. & Cooke, G.B. 2005. Non-standard work and benefits: has anything changed since the Wallace Report? *Relations Industrielles/Industrial Relations*, 60(1), 29-63.

PUBLICATIONS – REFEREED BOOK CHAPTERS

- Cooke, G.B. & Petersen, Bui K. 2020. Economic Security: employment policy needs for rural and remote communities. In Gunhild, Hoogensen Gjør, Marc Lanteigne, & Horatio Sam-Aggrey (Eds.) *Routledge Handbook of Arctic Security*: 114-126. Routledge, UK. ISBN (13): 978-1-138-22799-6.
- Cooke, G. B., Sayin, F. K., Chowhan, J., Mann, S. L., & Zeytinoglu, I. U. 2019. Zero Hours and Near Zero Hours Work in Canada. In Michelle O’Sullivan, Jonathan Lavelle, Juliet McMahon, Lorraine Ryan, Caroline Murphy, Thomas Turner, & Patrick Gunnigle (Eds.) *Zero Hours and On-call Work in Anglo-Saxon Countries*: 137-157. Springer, Singapore. ISBN (13): 978-981-13-6612-3.
- Cooke, G.B. 2017. We need to discuss the fairness of public-sector pensions. In Alex Marland & Lisa Moore [Eds.], *The Democracy Cookbook: Recipes to Renew Governance in Newfoundland and Labrador*: 299-301. Institute of Social and Economic Research (ISER): Newfoundland and Labrador, CAN. ISBN (13): 978-1-894725-44-6.
- Cooke, G.B., Mann, S.L. & Burns, J.K. 2015. Education and employment choices among young rural workers in Canada and Ireland: A tale of two studies. In Kelly Vodden, Ryan Gibson, & Godfrey Baldacchino (Eds.), *Place-Based Development in Rural, Island, and Remote Regions*. Institute of Social and Economic Research (ISER): Newfoundland and Labrador, CAN. ISBN (13): 978-1-894725-25-5.
- Cooke, G.B., Hutchings, D., Donaghey, J. & Zeytinoglu, I.U. 2015. Beyond deprivation theory: examining rural experience: 90-106. In Griffin, R & Boland, T (eds.), *The Sociology of Unemployment*. Manchester University Press: Manchester, UK. ISBN (13): 978-0-7190-9791-1
- Cooke, G.B. 2012. High Fliers versus Upstream Swimmers: Young rural workers in Canada and Ireland. In *Youth Unemployment and Joblessness: Causes, Consequences, Responses*: 151-168. Association for International and Comparative Studies in the field of Labour law and Industrial Relations (ADAPT). Cambridge Scholars Publishing, UK. ISBN (10): 1-4438-4056-4 & ISBN (13): 978-1-4438-4056-4

Zeytinoglu, I.U. & Cooke, G.B. 2006. Who is working on weekends? Determinants of regular weekend work in Canada. In J.Y. Boulin, M. Lallement, J. Messenger, & F. Michon (Eds.), *Decent Working Time, New Trends New Issues: 395-416*. Geneva, SWI: ILO.

Cooke, G.B. & Zeytinoglu, I.U. 2004. Temporary employment: the situation in Canada. In J. Burgess, & J. Connell (Eds.), *International Perspectives on Temporary Agency Work: 91-111*. The Hague, NETH: Routledge.

Zeytinoglu, I.U. & Cooke, G.B. 2002. Summary, implications and future research directions of flexible work arrangements. In I.U. Zeytinoglu (Ed.), *Flexible Work Arrangements: Conceptualizations and International Experiences: 271-281*. London, UK: Kluwer Law International.

PUBLICATIONS – CONFERENCE PROCEEDINGS

Chowhan, J., Zeytinoglu, I.U. & Cooke, G.B. 2012. Skilled Immigrants & Promotion: Good and Bad News from Canada. Proceedings of the 16th International Labor and Employment Relations Association (ILERA) World Congress, Philadelphia, July. This report is available at: <http://ilera2012.wharton.upenn.edu/#C>.

Zeytinoglu, I.U., Cooke, G.B. & Mann, S.L. Employment contract and family status dimensions of weekend work in Canada. Proceedings of the International Industrial Relations Association's (IIRA) 15th World Congress, Sydney, Australia, August 2009.

Cooke, G. & Zeytinoglu, I.U. 2009. Quality and gender elements of jobs with weekend-based short workweeks. In Grenier, J-N., Hebdon, R. B. & Rose, J.B. (Eds), *Yesterday, Today and Tomorrow in Industrial Relations, Selected Papers from the XLIIIrd/XLIVth Annual CIRA Conferences*, pp. 64-81. Concord, ON: ACRI-CIRA & Captus University Publ. Note: Although papers were based on presentations from 2006 and 2007, the publication date was 2009.

Cooke, G.B. The strategic use of non-standard work schedules and locations in Canada. Proceedings of the International Industrial Relations Association's (IIRA) 8th European Congress, Manchester, England, Sept 2007.

Zeytinoglu, I.U., Cooke, G.B. & Harry, K. Low-Paid Workers and On-the-Job Training in Canada. Proceedings of the European Academy of Management Conference – Human Resource Management track, Paris, France, May 2007.

Zeytinoglu, I.U. & Cooke, G.B. Effects of new information technology, innovation and competition on on-the-job training in Canada. Invited paper, Proceedings of the International Industrial Relations Association's (IIRA) 14th World Congress, Track 3, Lima, Peru, Sept 2006.

Cooke, G.B. & Zeytinoglu, I.U. Temporary employment: the situation in Canada. In J. Burgess & J. Connell (eds.), *Contemporary Research on Temporary Employment: The Inside View from Six Countries: 85-98*. Employment Studies Centre, Monograph No.1, 2003, University of Newcastle, Australia. (Edited proceedings of International Perspectives on Temporary Work and Workers Conference.)

PUBLICATIONS – OTHER

Cooke, G.B. 2019. Review of: Henning Lohmann and Ive Marx (Eds.) 2018). *Handbook on In-Work Poverty*. Cheltenham, UK: Edward Elgar Publishing Ltd., 508 pages. ISBN: 978-1-78471-562-5. *Relations Industrielles/Industrial Relations*, 74(2), 410-412.

Cooke, G.B. 2017. Review of: Graham Lowe and Frank Graves (2016). *Redesigning Work: A Blueprint for Canada's Future Well-being and Prosperity*. Toronto, Canada: University of Toronto Press, 273 pages. ISBN: 978-1-4426-4445-8. *Relations Industrielles/Industrial Relations*, 72(4), 808-809.

Cooke, G.B., Hanlon, D., Vardy, K.W.J., Burns, J.K., Parveen, S., & McManamon, D. K. 2014. Adding Cultural Tourism to the Natural Assets of Gros Morne and its Environs: A Follow-up Report for ACOA. Technical report funded by, and prepared for, Atlantic Canada Opportunities Agency, Newfoundland and Labrador.

Cooke, G.B., Burns, J.K., & Vardy, K.W.J. 2014. A Lingering Decline or a Stable Future? The Case for Investing in Rural Tourism. Invited chapter in W.E. Grossman (ed.), *Labor Markets: Policies, Challenges and the Role of Globalization: 395-416*. Nova Science Publishers, Inc.: US. ISBN: 978-1-62948-662-8

Cooke, G.B., Burns, J.K. and McManamon, D. K. 2013. The Case for Public Investment in Cultural Tourism in Gros Morne National Park (GMNP). Technical report funded by, and prepared for, Atlantic Canada Opportunities Agency, Newfoundland and Labrador.

Cooke, G.B., Zeytinoglu, I.U., Mann, S.L., and Chowhan, J. 2012. Trends in Work Schedules among Key Worker Sub-groups in Canada. Statistics Canada RDC Working Paper Series, No. 42. This report is available at <http://socserv.mcmaster.ca/rdc/RDCwp42.pdf>.

Cooke, G.B. 2010. Review of: Alain Verbeke, Robert Schulz, Nathan Greidanus, & Laura Hambley (2008). *Growing the Virtual Workplace: The Integrative Value Proposition for Telework*. Cheltenham, UK & Northampton, US: Edward Elgar, ISBN: 978-1-84720-389-2. *Canadian Journal of Administrative Sciences*, 27(1), 90-92.

Cooke, G.B. 2009. Balancing act: Scheduling work-life balance for skilled individuals. *Business News, St. John's Board of Trade*, 24(12), December, p.6.

Zeytinoglu, I.U., Cooke, G.B. & Harry, K. 2007. Older workers and on-the-job training in Canada: Evidence from the WES data. This technical report was a requirement of funding support via the Social and Economic Dimensions of an Aging Population (SEDAP II) research program from the SSHRC of Canada. The report is available at <http://socserv.socsci.mcmaster.ca/sedap/p/sedap179.pdf>.

Zeytinoglu, I.U., Cooke, G.B. & Jiao, C. 2005. Determinants of on-the-job training in Canada: effects of workplace characteristics, employment status and personal characteristics on differentiated training experiences. This technical report was a requirement of funding support via an INE Skills Research Initiative grant from the Social Sciences and Humanities Research Council of Canada under the joint initiative of HRSDC and Industry Canada. The report is at <http://socserv2.socsci.mcmaster.ca/rdc/RDCwp8.pdf>. Peer review conducted by Statistics Canada personnel.

Zeytinoglu, I.U. & Cooke, G.B. 2004. Differences in benefits within non-standard employment contracts. *Research Data Centre (RDC) Working Paper Series* (Online) at <http://socserv.mcmaster.ca/rdc/wptitles.htm>. Peer and institutional reviews conducted by Statistics Canada personnel.

PRESENTATIONS (excluding those listed in proceedings)

Cooke, G.B. (Nov, 2019). A kitchen table chat about enticing young rural adults to stay: To stay where and do what? Presented at the MUN's Collaborative Applied Research in Economics' (CARE) & Waterford Institute of Technology's (WIT) Community Development in Peripheral Regions Conference: Memorial University of Newfoundland, St. John's, NL, Canada.

Cooke, G.B. & Petersen, Bui K. (Oct, 2019). Tourism in Rural Newfoundland: Self-Imposed Public Policy Obstacles. Presented at the North Atlantic Forum: Sustainable Communities Conference; Memorial University of Newfoundland, St. John's, NL, Canada. Presented by first author.

Cooke, G.B. & Petersen, Bui K. (July, 2019). Career challenges facing rural island youth – Location: The ignored part of intersectionality. Presented at the 69th Annual Meeting of the British Universities Industrial Relations Association (BUIRA), Newcastle University Business School, Newcastle, UK. Presented by first author.

Cooke, G.B., Animashaun, O., & Skinner, K. (June, 2018). More policy questions than answers; More roadblocks than opportunities: Early-career PwDs and work experiences so far... Presented at the 68th Annual Meeting of the British Universities Industrial Relations Association (BUIRA), Middlesex University, London, UK. Presented by first author.

Cooke, G.B., Chowhan, J., & Mann, S.L. (May, 2018) Employer Hiring Strategies: Buying or Developing Talent? Presented at 55th Annual Meeting of the Canadian Industrial Relations Association (CIRA), ESG (School of Management), Université du Québec à Montréal (UQAM). Presented by first author.

Cooke, G.B. (Sep, 2017). Organized and co-managed workshop/session entitled: Rural Newfoundland: Community challenges and opportunities. Also presented introduction and presentation entitled: The employment situation facing rural Newfoundlanders: The realities and the possibilities. North Atlantic Forum, Bø, Norway. Participation funded by award from MUN Internal SSHRC Travel Grant Competition.

Cooke, G.B. (Jan, 2017). Island youth: should we really entice them to stay? Presented at Island Dynamics conference: 'Rethinking remoteness and peripherality', Svalbard, Norway.

Cooke, G.B. (Nov, 2016). Employment Expectations: Post-secondary education and next steps for students in Harstad Norway and Letterkenny Ireland. Presented at ADAPT's International Conference on 'The Future of Work: A Matter of Sustainability', University of Bergamo, Bergamo, Italy.

Cooke, G.B. (May, 2016). Newfoundland & Labrador & Donegal - A Cultural & Societal fit: labour markets, tourism, entrepreneurship, policies: similarities and differences. Presented at Laurentic Conference. Letterkenny, Ireland. This is an annual economic and regional development conference organized by the Ulster Canada Initiative, and involving the Letterkenny Institute of Technology. Invited.

Cooke, G.B., Burns, J.K., Mann, S.L., Vardy, K.W.J., and Cass, B.L. (Nov, 2015). Stimulating Rural Labour Markets: County Donegal and Lyit's Strategies and Successes. Presented at ADAPT's International Conference on 'The Great Transformation of Work', University of Bergamo, Bergamo, Italy. Presented by first author. Participation funded by award from MUN Internal SSHRC Travel Grant Competition.

Cooke, G.B., (May, 2015). Member on Panel: Monetizing the Wild Atlantic Way (in Ireland's County Donegal). Presented at the 7th Annual Laurentic Conference, Letterkenny, Ireland. Co-presented with Mr. Charlie McCarron, Lyit. Invited.

Cooke, G.B., Burns, J.K., Vardy, K.W.J., & Mann, S.L. (Oct, 2014). The post-graduation dilemma facing rural postsecondary students using Irish, Ontario, and Newfoundland examples. Presented at the Island Dynamics conference: Island Cities and Urban Archipelagos, Copenhagen, Denmark. Presented by first author.

Cooke, G.B., Burns, J.K., & Vardy, K.W.J. (June, 2014). Rural tourism in Newfoundland: an uphill view but worth the climb? Presented at the 45th Annual Conference of the Travel and Tourism Research Association (ttra), Bruges, Belgium. Presented by first author.

Petersen, B. & Cooke, G.B. (May, 2014). The Faroese Labour Market: The View from Newfoundland and Labrador. Presented at International Congress of Arctic Social Sciences (ICASS) VIII, Prince George, B.C., Canada. Presented by first author.

Cooke, G.B. (June, 2013). Young rural workers: the education versus employment dilemma. Presented at the 63rd Annual Meeting of the British Universities Industrial Relations Association (BUIRA), Glasgow, Scotland.

Cooke, G.B., Chowhan, J., & Mann, S. L. (May, 2013). Ontario's young workers: location, education, and employment. Presented at the 50th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Toronto, Ontario. Presented by second author.

Cooke, G.B., Burns, J.K., Mann, S. L. & Vardy, K. (May, 2013). Young Rural Workers: What to do and where to go? Presented at the 50th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Toronto, Ontario. Presented by second author.

Petersen, B.K. & Cooke, G.B. (May, 2013). Is there a future for interest-based bargaining? Presented at the 50th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Toronto, Ontario. Presented by first author.

Cooke, G.B., Hutchings, D., Mann, S.L., Zeytinoglu, I.U., Donaghey, J.D., Chowhan, J., Clarke, H., Oyet, M., Burns, J.K., & Vardy, K. (Jun, 2012). Symposium: Work Quality and Well-being within Newfoundland, Ontario, and Ireland. Presented at the Annual meeting of the Administrative Sciences Association of Canada (ASAC), Social Responsibility Division, St. John's, Newfoundland.

Cooke, G.B., Zeytinoglu, I.U., Mann, S. L., Donaghey, J., Chowhan, J., and Hutchings, D. (May, 2012). Comparative analysis of the employee effects on non-standard work schedules. Presented at the 49th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Calgary, Alberta. Presented by first author.

Burns, J.K., Vardy, K., & Cooke, G.B. (May, 2012). Employment Preferences of Millennial Nursing Graduates in Newfoundland & Labrador. Presented at the 49th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Calgary, Alberta. Presented by first and second authors.

Vardy, K., Burns, J.K., & Cooke, G.B. (May, 2012). To stay or not to stay: industrial apprentice trade people in Newfoundland and Labrador. Presented at the 49th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Calgary, Alberta. Presented by first and second authors.

Cooke, G.B., Fürst, B., Cooper, T., & Walsh, D. (Apr, 2012). Growing the pie or taking the cake? Tourism upheaval on Fogo Island. Presented at the Island Dynamics workshop: 'Investing in Small Island Recovery', Saxa Vord, Shetland Islands. Presented by first and second authors.

Cooke, G.B. (Apr, 2012). Young rural workers: the pursuit of education, and employment opportunities: Canadian and Irish perspectives. Presented at the Employment in Rural Ontario- 2012 Roundtable hosted and arranged by DR. S.L. Mann, as part of Omafra-funded Young Rural Worker Study, Guelph, Ontario.

Cooke, G.B. & Mann, S.L. (Oct, 2011). Young rural workers, the pursuit of education, and employment opportunities: Canadian and Irish perspectives - A tale of two studies. Presented at the North Atlantic Forum, St. John's, Newfoundland and Labrador. Presented by both authors.

Cooke, G.B. (Aug, 2011). Young rural workers, the pursuit of education, and employment opportunities: Canadian and Irish perspectives. Presented at the ADAPT's International Conference on 'Youth unemployment and joblessness: causes, consequences, responses', Mexico City, Mexico.

Cooke, G.B., Mann, S.L., Chowhan, J. & Zeytinoglu, I.U. (Jun, 2011). Job satisfaction among older workers in 'dead-end' jobs. Presented at the 48th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Fredericton, New Brunswick. Presented by second author.

Cooke, G.B., Tang, X., Locke, A., Tobin, S. & Nixon, A. (Jun, 2011). Retaining skilled young workers in rural Newfoundland. Presented at the 48th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Fredericton, New Brunswick. Presented by first author.

Cooke, G.B. & Hutchings, D. Work schedules among 'older' workers. (Jun, 2011). Presented at the 48th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Fredericton, New Brunswick. Presented by second author.

Skeffington, S., Cooke, G.B., Shenge, N. & Duffett, C. (Jun, 2011). Employment issues facing immigrants in Newfoundland. Presented at the 48th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Fredericton, New Brunswick. Presented by first and fourth authors.

Donaghey, J., Cooke, G.B. & Zeytinoglu, I.U. (May, 2011). Exploring rural job stability & employment policy in Newfoundland and Ireland. Presented at the 2nd Island Dynamics conference, Valetta, Malta. Presented by second author.

Cooke, G.B., Tang, X., Locke, A., Tobin, S. & Nixon, A. (May, 2011). Retaining skilled young workers in rural Newfoundland. Presented at the 2nd Island Dynamics conference, Valetta, Malta. Presented by first author.

Tang, X., Cooke, G.B., Kennedy, S. & Tobin, S. (Jun, 2010). Labour market issues for young educated workers in Newfoundland and Labrador. Presented at the 47th Annual Meeting of the Canadian Industrial Relations Association (CIRA); joint CRIMT conference, Quebec City, Quebec. Presented by second author.

Cooke, G.B., Zeytinoglu, I.U., Mann, S.L. & Chowhan, J. (Jun, 2010). Work schedules – trends and differences among key worker sub-groups. Presented at the 47th Annual Meeting of the Canadian Industrial Relations Association (CIRA); joint CRIMT conference, Quebec City, Quebec. Presented by first author.

Dionne, L. & Cooke, G.B. (Jun, 2010). Union members' priorities – regional and individual differences. Presented at the 47th Annual Meeting of the Canadian Industrial Relations Association (CIRA); joint CRIMT conference, Quebec City, Quebec. Presented by second author.

Cooke, G.B. & Zeytinoglu, I.U. (Jun, 2010). Are employers strategically utilizing telework yet? Presented at the 9th European congress of the International Industrial Relations Association (IIRA), Copenhagen, Denmark. Presented by first author. Participation funded by award from MUN Internal SSHRC Travel Grant Competition.

Van Haaften, A. & Cooke, G.B. (Jun, 2010). Skills underemployment among educated females in non-standard jobs. Presented at the 9th European congress of the International Industrial Relations Association (IIRA), Copenhagen, Denmark. Presented by second author. Participation funded by award from MUN Internal SSHRC Travel Grant Competition.

Cooke, G.B., Zeytinoglu, I.U., Mann, S.L. & Chowhan, J. (Oct, 2009). What's a family-friendly schedule anymore? Presented at the Centre for Families, Work and Well-Being's (CFWW) conference: Whose Flexibility? Families, Firms, Governments and Conflicting Agendas. Guelph, Ontario. The CFWW is a research centre within the University of Guelph. Presented by first author. Also presented at seminars at Memorial University in Nov 2009 and McMaster University in Feb 2010.

Zeytinoglu, I.U., Cooke, G.B. & Mann, S.L. (Oct, 2009). Are Flexible Work Schedules Created for Business Reasons or to Assist Workers? Evidence from WES. Presented at the Centre for Families, Work and Well-Being's (CFWW) conference: Whose Flexibility? Families, Firms, Governments and Conflicting Agendas. Guelph, Ontario. The CFWW is a research centre within the University of Guelph. Presented by third author.

Cooke, G.B. & Zeytinoglu, I.U. (Jul, 2009). Training barriers among vulnerable workers. Presented at the 59th Annual Meeting of the British Universities Industrial Relations Association (BUIRA), Cardiff, Wales. Presented by first author.

Chowhan, J. & Cooke, G.B. (Jun, 2009). Who is declining training in Canada? Presented at the Annual Meeting of the Administrative Sciences Association of Canada (ASAC) Annual Meeting (HR Division), Niagara Falls, Ontario. Presented by first author.

Mann, S.L., Cooke, G.B., Zeytinoglu, I.U. & Brown, J. (May, 2009). Non-standard work arrangements: a review of recent scholarship, recommendations for practitioners and opportunities for future research. Presented at the 46th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Gatineau, Que. Presented by first author.

Zeytinoglu, I.U., Cooke, G.B. and Chowhan, J. (May, 2009). Immigrants, promotion and job satisfaction. Presented at the 46th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Gatineau, Que. Presented by third author.

Cooke, G.B. (May, 2009). Who are these older workers with long workweeks? Presented at the 46th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Gatineau, Que.

Jacobs, D., Traverse, A. & Cooke, G.B. (Oct, 2008). Workload issues among teachers in Newfoundland and Labrador & Saskatchewan. Presented at the Annual Meeting of the Atlantic Schools of Business (ASB), St. John's, NL. Presented by third author.

Cooke, G.B. (Jun, 2008). Long workweeks among older workers and the effect of gender. Presented at the 58th Annual Meeting of the British Universities Industrial Relations Association (BUIRA), Bristol, England.

Cooke, G.B. and Zeytinoglu, I.U. (Jun, 2008). The gender training gap among vulnerable workers. Presented at the 45th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Vancouver, B.C. Presented by first author.

Mann, S.L., Cooke, G.B. and Zeytinoglu, I.U. (Jun, 2008). Does the presence of eldercare and childcare programs lead to a lower number of people quitting? Presented at the 45th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Vancouver, B.C. Presented by second author.

Cooke, G.B. (Sep, 2007). Employment status among young adult workers in Atlantic Canada. Presented at the Annual Meeting of the Atlantic Schools of Business (ASB), Wolfville, Nova Scotia.

Cooke, G.B., Zeytinoglu, I.U. & Mann, S.L. (Jun, 2007). Profiles of workers in weekend-based short workweeks. Presented at the 44th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Montreal, Quebec. Presented by first author.

Zeytinoglu, I.U., Cooke, G.B. & Mann, S.L. (Jun, 2007). Prevalence and determinants of flexible work schedules in Canada: analyzing flex-time, compressed workweeks, variable workweeks, and short and long workweeks. Presented at the 44th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Montreal, Quebec. Presented by third author.

Zeytinoglu, I.U., Cooke, G.B. & Mann, S.L. (May, 2007). Workplace family support programs and employment in voluntary and involuntary part-time hours: exploring gender differences. Presented at the Canadian Employment Research Forum (CERF) - Gender and Work/Family Balance: New Policies, New Approaches, New Directions? The CERF conference was held at the annual meeting of the Canadian Economics Association (CEA), Halifax, Nova Scotia. Presented by first author.

Jacobs, D., Traverse, A. & Cooke, G.B. (Sep, 2006). The workload gap among Newfoundland and Labrador teachers. Presented at the Annual Meeting of the Atlantic Schools of Business (ASB), Sackville, New Brunswick. Presented by first two authors.

Cooke, G.B., Zeytinoglu, I.U., Agarwal, N. & Rose, J.B. (Jun, 2006). How can various non-standard work schedules and locations have contrasting effects on job satisfaction? Presented at the 56th Annual Meeting of the British Universities Industrial Relations Association (BUIRA), Galway, Ireland. Presented by first author.

Cooke, G.B. & Zeytinoglu, I.U. (Jun, 2006). Weekend-based short workweeks in Canada: a new look at job quality, income & gender. Presented at the 43rd Annual Meeting of the Canadian Industrial Relations Association (CIRA), Toronto, Ontario. Presented by first author.

Cooke, G.B. & Zeytinoglu, I.U. (Jun, 2005). Short weekend work schedules in Canada. Presented at the 42nd Annual Meeting of the Canadian Industrial Relations Association (CIRA), London, Ontario. Presented by first author.

Cooke, G.B. & Zeytinoglu, I.U. (May, 2005). Employment status and employer-supported training. Presented at the Administrative Sciences Association of Canada (ASAC) Annual Meeting (HR Division), Toronto, Ontario. Presented by first author.

Zeytinoglu, I.U. & Cooke, G.B. (Jun, 2004). Training opportunities for non-standard workers & the role of collective agreement coverage. Presented at the 41st Annual Meeting of the Canadian Industrial Relations Association (CIRA), Winnipeg, Manitoba. Presented by second author.

Zeytinoglu, I.U. & Cooke, G.B. (Feb, 2004). Who is working when we are resting? Determinants of weekend work in Canada. Presented at the 9th Meeting of the International Symposium on Working Time, Paris, France. Presented by first author.

Zeytinoglu, I.U. & Cooke, G.B. (Sep, 2003). Training opportunities for non-standard workers: Does collective agreement coverage make a difference? Presented as poster at 13th World Congress of the International Industrial Relations Association, Berlin, Germany. Presented by first author.

Cooke, G.B. & Sears, G.J. (Jun, 2003). How Swede it is: legitimate and illegitimate predictors of salaries in the NHL. Presented at the Administrative Sciences Association of Canada (ASAC) Annual Meeting, Halifax, Nova Scotia. *Won Best Student Paper Award, HR Division.* Presented by both authors.

Cooke, G.B. (Jun, 2003). Nonstandard work arrangements in recruitment postings: attractiveness and strategic value. Presented as poster at the International Conference of HRM, Limerick, Ireland. (Also presented as poster at the McMaster University Graduate Students Day, 2003. *Won Best Paper, School of Business.*)

Zeytinoglu, I.U. & Cooke, G.B. (May, 2003). Benefit tiers within non-standard employment contracts. Presented at the 40th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Halifax, Nova Scotia. Presented by second author.

Zeytinoglu, I.U., Weber, C. & Cooke, G.B. (Nov, 2002). Peripheries within non-standard employment contracts. Presented at the Conference on Workplace Issues in Canada, Ottawa, Ontario. Presented by first and third authors.

Zeytinoglu, I.U. & Cooke, G.B. (Jun, 2002). Future research directions on flexible work arrangements. Presented at the Joint Conference of the IIRA Regional Congress of the Americas and 39th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Toronto, Ontario. Presented by both authors.

RESEARCH GRANTS (reverse chronological order)

(excluding academic conference travel awards)

2019-2025 Funder: Government of Canada's Future Skills Program. Project Title: Future Skills Centre – Centre des Compétences futures (FSC-CCF). Lead: Dr. Wendy Cukier. Partners: Ryerson University (Diversity Institute & Ted Rogers School of Management), Conference Board of Canada, Blueprint, & Ontario Chamber of Commerce. Awarded in Feb 2019, but details are still not yet finalized. Multi-million-dollar funding; amount TBD. (See <https://fsc-ccf.ca/>). I am one of a few dozen collaborators from community groups, business, education, social agencies, and government. Purpose of 'FSC-CCF' is to conduct and disseminate research to shape public policy aimed at enhancing skills development among all Canadians, and especially marginalized/vulnerable individuals.

2014-2018 Norwegian Centre for International Cooperation in Education's (SIU) High North Programme. Project title: Security, Geopolitical, and Governance Challenges in relation to Arctic Extractive Industries. Project number: HNP-2014/10042. Principal Investigator: G. Hoogensen Gjørøv (UiT The Arctic University of Norway), Project Coordinator: G.B. Cooke. In addition to the PI and project coordinator, there are 8 'network partners' (who are equivalent to additional CIs), plus 15 'participants' (equivalent to collaborators). Awarded: Feb/15. Amount: 2,000,000 NOK (approximately \$310,000CAD). To fund academic

collaborations including offering interdisciplinary PhD/masters courses and research collaborations pertaining to ecological, political and economic security issues in Arctic and related locations.

2014-2015 Memorial University of Newfoundland's (MUN) Faculty of Business Administration (FBA) Research Seed Grant. Project title: Rural employment, tourism, and education. Principal Investigator: G.B. Cooke. Awarded: May/14. Amount: \$5,000. Awarded by FBA Dean due to '4A' rating of Fall 2013 SSHRC grant application.

2013-2020 Social Sciences and Humanities Research Council of Canada (SSHRC); Partnership Grant. Project title: Income security and labour-market engagement: envisioning the future of disability policy in Canada. Co-Directors: E. Tompa (& Principal Investigator) & E. MacEachen. G.B. Cooke is one of a group of 51 co-investigators & collaborators. Note: My supporting role is to help provide insights on labour market issues, especially regarding urban-rural differences. Awarded: May/13. Amount: \$2.76M from SSHRC, as part of total project budget, over 7 years, of \$7.96MM.

2013-2017 Faroese Research Council PhD Student Research Grant. Project title: Cultural and institutional influences on labour relations behaviours: A comparative cross-cultural analysis of Newfoundland and the Faroe Islands. Principal Investigator & PhD student: Bui Petersen, Supervisor: G.B. Cooke. Awarded: May/13. Amount: 770,000 DKK (i.e. \$140,000 CAD) over four years to fund PhD dissertation research. My supervisory and research record were submitted as part of the formal grant application.

2013-2015 Letterkenny Institute of Technology (Lyt) Research Seed Grant. Project title: Retaining Our Best: Tourism and Other Business Opportunities for Young People in County Donegal. Principal Investigator: Paul McCusker, Co-Investigators: G.B. Cooke, Ciarán Ó hAnnracháin. Awarded: Jun/13. Amount: \$10,000 (approximately) over two years. Used to provide funding, for graduate studies, for Mr. Charlie McCarron's investigation of rural entrepreneurs in County Donegal.

2013-2015 Memorial University of Newfoundland's (MUN) Faculty of Business Administration (FBA) Research Seed Grant. Project title: Rural employment, tourism, and education. Principal Investigator: G.B. Cooke. Awarded: Jun/13. Amount: \$5,000. Awarded by FBA Dean due to '4A' rating of Fall 2012 SSHRC grant application.

2012-2013 Memorial University of Newfoundland (MUN) Vice-President's Research Grant. Project title: Employment Prospects for Rural Tourism: Fogo Island versus County Donegal. Principal Investigator: G.B. Cooke. Awarded: Mar/12. Amount: \$6,720 over two years.

2010-2013 Ontario Ministry for Agriculture, Food, and Rural Affairs (Omafra) Research Programs/University of Guelph Agreement. Project title: Young Workers in Ontario's Rural Labour Market. Principal Investigator: S. L. Mann, Co-Investigators: G.B. Cooke, I.U. Zeytinoglu. Awarded: May/10. Amount: \$79,125 over three years.

2008-2011 Social Sciences and Humanities Research Council of Canada (SSHRC); Research Grant under special call for Management, Business and Finance. Project title: Comparative analysis of the employee effects of non-standard work schedules. Principal Investigator: G.B. Cooke, Co-Investigators: S. L. Mann, I.U. Zeytinoglu. Collaborator: J. Donaghey. Awarded: May/08 (#864-2007-0090). Amount: \$93,000 over three years.

2006-2009 Social Sciences and Humanities Research Council of Canada (SSHRC); Standard Research Grant. Project title: Flexible work schedules in Canada: Determinants and outcomes. Principal Investigator: I.U. Zeytinoglu, Co-Investigator: G.B. Cooke. Awarded: Apr/06. Amount: \$104,265 over three years.

2006-2007 MUN Vice-President's Research Grant. Project title: Alternative work schedules in Newfoundland and Labrador. Principal Investigator: G.B. Cooke. Awarded: Mar/06. Amount: \$4,550 over two years.

EDUCATION

2005	Ph.D., Human Resources & Management Dept, MGD School of Business, McMaster University Committee: N.C. Agarwal, J.B. Rose, I.U. Zeytinoglu (supervisor) Dissertation Title: The Nature and Incidence of Non-Standard Work Arrangements
1998	B. Arts (General), University of Waterloo
1992	M.B.A., Wilfrid Laurier University
1991	Canadian Securities Course
1989	B. Math (Honours, Co-op), University of Waterloo Business Administration option

ACADEMIC ACTIVITIES

Summer 2021 – present:

(Full) Professor of Industrial Relations, Faculty of Business Administration (FBA), Memorial University of Newfoundland (MUN).

External activities/contributions:

- Community, Work and Family Journal: Paper reviewer (2021) (thrice)
- Economic & Industrial Democracy (E&ID) Journal: Paper reviewer (2021) (thrice)
- International Journal of Human Resource Management (IJHRM): Paper reviewer (2021)
- Island Studies Journal (ISJ); Paper reviewer (2021)
- Island Studies Journal (ISJ); Deputy editor for business & economics (2021)
- Personnel Review (PR): Paper reviewer (2021) (thrice)
- Relations Industrielles/Industrial Relations (RI/IR): Paper reviewer (2021)
- Swiss National Science Foundation; grant review (2021)
- Reviewer of peer P&T file for promotion [name of university withheld], External Examiner (Fall 2021)

Internal/Organizational activities/contributions:

- Instructor for:
 - Bus 6320 – Advanced Labour Relations (for undergrads),
 - Bus 8210 - Labour Relations (for MBA/MER students),
 - Emre 6050 – Interpersonal Skills for Managers (for MER students)
- Member, FBA Committee on Course-Based Masters Programs (2021)
- Member, FBA Ethics Committee (2021)
- Member, FBA Search Committee for Indigenous Cluster Hire (2021)
- Presented paper entitled: ‘Cooperatives: Filling a gap in remote communities?’ at public workshop, hosted by MUN’s Center for Social Enterprise (CSE) and FBA ‘Synergy Session’ entitled: ‘Engaging Ideas: Exploring Co-operatives’ (Nov 23/21 – BN-2015, MUN, St. John’s)

Summer 2010 – Summer 2021:

Associate Professor of Industrial Relations, Faculty of Business Administration (FBA), Memorial University of Newfoundland (MUN).

Adjunct Faculty Member, Letterkenny Institute of Technology (Lyt) (as of July 2017)

External activities/contributions:

- ASAC Annual Meeting: Paper reviewer (HR Division: 2011, 2012; GDO Division: 2012)
- ASB Annual Meeting: Paper reviewer (Multiple Divisions: 2014)
- ASB Annual Meeting: Paper reviewer (General Division: 2015 (twice), 2018)
- Canadian Journal of Sociology (CJS): Paper reviewer (2013)
- Economic & Industrial Democracy (E&ID) Journal: Paper reviewer (2015, 2016 (twice), 2017, 2019, 2020 (twice))
- Frontiers in Sociology; Paper reviewer
- Gender, Place & Culture Journal (GPC); Paper reviewer (2017)
- Human Relations Journal (HR): Paper reviewer (2014, 2019, 2020)
- Icelandic Research Fund: Reviewer of research grant proposal (2012)
- International Journal of Human Resource Management (IJHRM): Paper reviewer (2013 (twice), 2014 (thrice), 2015 (thrice), 2016 (twice), 2017, 2018)
- Island Studies Journal (ISJ); Paper reviewer (2015, 2017 (twice), 2019, 2020)
- Island Studies Journal (ISJ); Deputy editor for business & economics (2017, 2018, 2019, 2020)
- Journal of Management & Organization (JM&O): Paper reviewer (2015)
- Journal of Managerial Psychology (JMP): Paper reviewer (2012, 2016, 2017 (twice))
- Mitacs Accelerate research program; proposal reviewer (2015)
- Paper in Regional Science (2020 (twice))
- Personnel Review (PR): Paper reviewer (2013, 2014, 2015 (thrice), 2016 (twice), 2017, 2018 (eight times), 2019 (six times), 2020 (twice))
- Portuguese Journal of Social Science (PJSS): Paper reviewer (2018)
- Relations Industrielles/Industrial Relations (RI/IR): Book reviewer (2017), (2019)
- Relations Industrielles/Industrial Relations (RI/IR): Paper reviewer (2010 (twice), 2011, 2016)
- Science Progress (2020)
- Scientific World Journal; Paper reviewer (2014)
- South Asian Journal of Human Resource Management (SAJHRM): Paper reviewer (2019, 2020)
- SSHRC Insight Grant application, file evaluation/reviewer (2017, 2018)
- Urban Island Studies (UIS) Journal; Paper reviewer (2015 (twice))
- Reviewer of peer P&T file for promotion [name of university withheld], External Examiner (Fall 2018)

Internal/Organizational activities/contributions:

- Instructor for:
 - Bus 4330 - Introduction to Labour Relations (for undergrads),
 - Bus 6320 – Advanced Labour Relations (for undergrads),
 - Bus 7600/9027 – Special Topics in Entrepreneurship: Rural NL Tourism (team-taught),

- Bus 8210 - Labour Relations (for MBA/MER students),
 - Emre 6010 - Quantitative Research Methodology (for MER students),
 - Emre 6040 – Applied Research Project (for MER Students),
 - Emre 6050 – Interpersonal Skills for Managers (for MER students),
 - Bus 6330/9030: International and Comparative Industrial Relations (MBA/MER), and
 - Bus 9925: Current Issues in HRM (PhD course).
- FBA Dean’s Research Award (annual recipient for 2014)
 - Chair, FBA Assoc Dean Research Search Committee (spring 2015). Note: resigned from committee at midway point due to procedural issue.
 - Chair, FBA LR Faculty Search Committee (starting June 2015; shelved in Fall 2015).
 - Chair, FBA SEE CRC Tier I Faculty Search Committee (2015-2016)
 - Dean’s delegate for MUN PhD Student comprehensive oral examination (summer 2015, summer 2017 (twice))
 - Member, FBA Assoc Dean Research Search Committee (winter 2012)
 - Member, FBA Committee on Course-Based Masters Programs (2014, 2015, 2020)
 - Member, FBA Committee on Graduate Studies (2011- 2013)
 - Member, FBA International Business Faculty Search Committee (winter 2013)
 - Member, FBA PhD Comprehensive Exam Review Committee (summer 2015)
 - Member, FBA Promotions & Tenure Committee (2013-2014 & 2014-2015 cycles, plus 2017)
 - Member, MER Policy & Admissions Committees (2010-2020)
 - Member, MUN’s Centre for Research on Work Disability Policy (CRWDP) – Disability Inclusion Group (DIG) Committee (2017-2019)
 - Member, MUN ICEHR, Reviewer of peer proposals, re: research ethics (2016-2020)
 - Member, PhD Comprehensive Exam Committee for Stefanovic-Chafe, Faculty of Medicine (2017)
 - MUN and FBA project coordinator for UArctic Thematic Network on Extractive Industries (2012-2017)
 - Reviewer of MUN M.Ed Master’s Thesis (Sepidah Gorjizadeh) (summer 2015)
 - Reviewer of MUN FBA MSc Master’s Thesis (Jennifer Smith) (summer 2016)
 - Reviewer of MUN FBA PhD Thesis – Internal Examiner (Mazumdar) (spring 2018)
 - Hosted/arranged informal roundtable within the Faculty of Business Administration (FBA) at MUN, to allow networking visiting Irish delegation and interested local parties at MUN on entrepreneurship, rural employment, and regional economic activity in Newfoundland and Northwest Ireland (Fall 2016). Similarly helped host and involve visitors to MUN and St. John’s as part of the 2018 Laurentic Conference (Fall 2018).
 - Presented public workshop, hosted by MUN’s Harris Centre as a ‘Synergy Session’ entitled: Employment, Mobility & Lifestyle Trade-offs in Rural Ireland and NL (Nov 30/12 – Holiday Inn, St. John’s); also presented as a department research seminar (Oct, 2012)
 - Presenter: MER Speaker Series: Who is staying and who is going? The dilemma facing students at Letterkenny Institute of Technology (Lyt). Adapted from Oct/14 conference presentation (May/15).

Summer 2004 – Summer 2010:

- Assistant Professor of Industrial Relations, Faculty of Business Administration (FBA), Memorial University of Newfoundland (MUN).
- Instructor for:
 - Bus 3320 - Introduction to Labour Relations (for undergrads),
 - Bus 7321 - Dispute Resolution (for undergrads),
 - Bus 8210 - Labour Relations (for MBA/MER students), and
 - Emre 6010 - Quantitative Research Methodology (for MER students).
- ASAC Annual Meeting: Paper reviewer (HR Division: 2005, 2006; GDO Division: 2007, 2008, 2010)
- ASB Annual Meeting: Paper reviewer (IR Division: 2008)
- Chair, FBA Course Equivalencies Committee (2008)
- CIRA Meeting Proceedings: Paper reviewer (2004)
- Community, Work and Family Journal: Paper reviewer (2010)
- Guest lecturer; Shad Valley program, MUN (July, 2007)
- Member, FBA OB/HR Faculty Search Committee (winter 2009)
- Member, FBA Undergraduate Scholarship Committee (2007- 2009)
- Member, FBA Committee on Graduate Studies (2009- 2010)
- Member, MER Policy & Admissions Committees (2005-2010)
- Nelson Thompson Publishing: Academic Book review (2007, 2009)
- OMAFRA/University of Guelph: Reviewer of research grant proposal (2009)
- Relations Industrielles/Industrial Relations: Paper reviewer (2006, 2010)
- Additionally, either my research and/or opinions have been published/presented by the National Post, Globe & Mail, St. John’s Telegram, Gander Beacan, Hamilton Spectator & CBC Radio and VOCM Radio.

Winter 2004: Instructor for H600E: Introduction to Human Resources & Labour Relations; MBA Program; McMaster University.
ASAC Annual Mtg: Paper reviewer (Strategy Division)

- 2003: Graduate (Student) Representative, Faculty of Business
Conducted Orientation Day seminar to new HR&M PhD students
- 2000-2003: Teaching Assistant, McMaster University
MBA Courses: Collective Bargaining; Gender Issues in Business
Undergraduate Courses: Issues in Nonstandard Work, Collective Bargaining (3 times), Comparative Labour Relations, Public Sector Bargaining, Gender Issues in Business (4 times), Human Resources I and II, Behavioural Issues in Management, Industrial Disputes
Responsibilities: Led a number of classes & labs/simulations. Typically responsible for meeting students, holding office hours, and marking exams, projects, & presentations. Preparation of mid-term & final exams.
- 2002 & 2003: Research Assistant, McMaster University
SSHRC-funded project led by I.U. Zeytinoglu
Topic: Nonstandard and flexible contract issues in workplaces
Primarily responsible for data analyses as part of a research program consisting of several papers and presentations.
- 2001: Research Assistant, McMaster University
WSIB-funded project led by M. Denton
Topic: Health and welfare of workers during health care restructuring
Responsibilities included administrative support, and summarizing structured & unstructured survey responses.
- 1991: Research Assistant, Wilfrid Laurier University
Supervisor: A. Murray
Title: Business Outlook (1992) in Canada's Technology Triangle

ACADEMIC SUPERVISION OF STUDENTS

completed projects only. Supervisor, unless noted otherwise Note: '6006' and '9301' and '9302' papers are the culmination of independent study courses at Memorial University of Newfoundland [MUN].

- Fall 2021 Shaunta Pike: Undergrad Business Student, MUN, Bus 6006 Paper.
Title: Employee Recruitment / Selection Within Small Businesses Throughout the Burin Peninsula
- Fall 2020 Matthew Delaney: Undergrad Business Student, MUN, Bus 6006 Paper.
In conjunction with MUN's Centre for Social Enterprise's (CSE) Social Enterprise Discovery Fund
Title: A Fall 2020 Review of Issues Related to the Disposal of Residential Sewage by Coastal Communities in Rural Newfoundland and Labrador
- Fall 2019 Dr. Rocky Taylor: Grad Student, MUN, MBA Program, Bus 9302 Paper.
Title: Cruising in ice: Opportunities and challenges for growing the cruise ship tourism industry in NL
- Winter 2019 Eric Goulding: Undergrad Business Student, MUN, Bus 6006 Paper.
In conjunction with MUN's Centre for Social Enterprise's (CSE) Social Enterprise Discovery Fund
Title: From Slainte to I'se The B'y: A Research Project on Rural Tourism in Donegal County, Ireland and How Their Practices Can Be Applied to Gros Morne National Park, Newfoundland & Labrador, Canada
- Fall 2018 Sarah Croft: Undergrad Business Student, MUN, Bus 6006 Paper.
In conjunction with MUN's Centre for Social Enterprise's (CSE) Social Enterprise Discovery Fund
Title: Economic Development in Ferryland [Newfoundland]
- Fall 2018 Emily Fagan: Undergrad Business Student, MUN, Bus 6006 Paper.
In conjunction with MUN's Centre for Social Enterprise's (CSE) Social Enterprise Discovery Fund
Title: St. Mary's [Newfoundland]: The Untapped Potential
- Spring 2018 Bùi K. Petersen: MUN FBA PhD Thesis in Management. Co-supervisor.
Title: Structure and agency in bargaining: Practices, routines, truce, and individual differences
- Fall 2017 Charlie McCarron: Letterkenny Institute of Technology (Lyit), Business, Master's Thesis.
Title: The Wild Atlantic way as a catalyst for tourism and employment development in the North West of Ireland
(While I helped acquire the research grant for this student and was officially a committee member on the grant, my unofficial role was occasional and as a source of advice and information.)
- Winter 2017 Mykala Way: Undergrad Business Student, MUN, Bus 6006 Paper.
Title: Spain's High Unemployment Rate and its Effects on the Spanish Labour Force
- Fall 2015 Lucas Laracy: Undergrad Business Student, MUN, Bus 6006 Paper.
Title: The Search for Further Opportunity

- Spring 2015 Dr. Rocky Taylor: Grad Student, MUN, MBA Program, Bus 9301 Paper.
Title: An Assessment of Ice-related Disruptions to Ferry Service in Newfoundland and Labrador and Associated Stakeholder Impacts
- Fall 2014 Rosemarie Fulford: Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: Employer perspective of non-work related disability: Knowledge of human rights legislation, application in the workplace and what they need to know
- Spring 2014 Gus Haddad: Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: A case study of managing the introduction of work-life balance practices in the retail banking sector
- Winter 2014 Yangyan Li: Grad Student, MUN, MBA Program, Bus 9301 Paper.
Title: Business ethics in China: Old ways and new realities
- Fall 2013 Bronwyn L. Cass: Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: Performance Development in the Tourism Industry: A comparative analysis of tourist satisfaction in parts of rural Newfoundland and County Donegal
- Spring 2013 David Neilson: Grad Student, MUN, MBA Program, Bus 9301 Paper.
Title: Young Pros want to flex
- Winter 2013 Bui Petersen: Grad Student, MUN, MBA Program, Bus 9303 Paper.
Title: The Future of the Strategic Partnership (in Newfoundland and Labrador)
- Fall 2012 Christine Casey: Grad Student, MUN, MBA Program, Bus 9301 Paper.
Title: Tourism in Rural Newfoundland and Ireland
- Spring 2012 Jennifer Burns: Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: Employment Preferences and Expectations of Millennial Nursing Graduates of Newfoundland and Labrador
- Spring 2012 Kyle Vardy: Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: To Stay or Not to Stay: Factors impacting Location Expectations of Industrial Apprentice Trade People in Newfoundland and Labrador
- Spring 2012 Sabreen Mowlaii: Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: Satisfaction Pole: The Employment Experiences of Female Exotic Dancers in the City of St. John's
- Spring 2012 Murray Savoy: Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: Gros Morne National Park: Lobster Cove Head Visitor Satisfaction Study
- Spring 2012 Bui Petersen: Grad Student, MUN, MBA Program, Bus 9301 Paper.
Title: Analyzing Different Approaches to Collective Bargaining
- Spring 2012 Bui Petersen: Grad Student, MUN, MBA Program, Bus 9302 Paper.
Title: "It's all about relationships" Competition and Collaboration in Collective Bargaining
- Winter 2012 Sandra Parsons: Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: General Job Satisfaction in Customer Service: The Influence of Training Opportunities, Expectation of Promotion, and Relationship with Supervisors
- Winter 2012 Justin Crickard: Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: Does working with a multi-generational work force in the Public Sector of Newfoundland and Labrador impact workplace commitment, culture and performance?
- Winter 2011 Stephanie Skeffington: Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: Perceptions of Work Opportunities among Foreign versus Canadian-born Individuals
- Summer 2010 Connie Duffett: Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: The Impact of Flexible Work Arrangements on Work-Life Conflict
- Summer 2010 Allan Locke: Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: The Social Factors Affecting the Pursuit of Higher Education and Employment for Rural Students
- Summer 2010 Andrea Nixon: Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: Youth Attitudes and Employment: Is the emerging workforce changing?
- Summer 2010 Nvitor Shenge: Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: Perceived diversity and degree of support at Memorial University of Newfoundland

- Summer 2010 Phil Whitten; Grad Student, MUN, MBA Program, Bus 9301 Paper.
Title: Rural Employer Strategies in Newfoundland and Labrador to Attract and Retain Appropriate Workers, Given Skilled Labour Shortages
- Winter 2010 Jody Saunders; Grad Student, MUN, MBA Program, Bus 9301 Paper.
Title: Provincial Purchasing Power of Nurses- Salary Adjusted by Price Indexes
- Fall 2009 Susan Tobin; Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: Adapting to current and future labour conditions in Newfoundland's energy sector: The employers' view
- Summer 2009 Amanda Van Haaften; Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: An Exploration of Alberta Women Engaged in Part-Time Work Arrangements
- Summer 2009 Xiaotong Tang; Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: Career Choices for Current Post-Secondary Students in Newfoundland and Labrador
- Summer 2009 Stephanie Kennedy; Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: The Effects on Non-Standard Employment on Worker Outcomes
- Fall 2008 Liang Zhao; Grad Student, MUN, MER Program, EMRE 6030 Project.
Title: The Challenges of Chinese Female Employees in Management
- Fall 2008 David Hiscock; Grad Student, MUN, MBA Program, Bus 9301 Paper.
Title: Academic salary: a comparative review
- Fall 2007 Dean Jacobs & Amanda Traverse; Grad Students, MUN, MBA, Bus 9301 Paper. Joint paper.
Title: Beneath the Surface: A comparative study of workload issues of teachers in Newfoundland and Labrador and Saskatchewan

OTHER WORK EXPERIENCE

05/85 - Various financial, regulatory, and administrative positions;
07/00 Union Energy Inc. (Toronto, Ontario), Union Gas Ltd. (Chatham, Ontario), Ontario Hydro (Toronto, Ontario), and Government of Canada (Hull, Quebec). Job titles (in order of most recent): Mgr, Budgets; Co-ordinator, Upstream Regulation; Supervisor, Budgets; Co-ordinator, NGV Administration; Budget Analyst; various co-op student positions.