

IMPACT:

A Research Bulletin

2021



FACULTY OF
BUSINESS ADMINISTRATION



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MESSAGE FROM THE DEAN



Welcome to the fourth edition of IMPACT: A Research Bulletin!

This publication showcases the diversity and quality of research conducted by our faculty members, and highlights the many ways in which they advance modes of thinking, knowledge and practice. Our researchers are highly engaged in our community, and I am proud of their dedication to rigorous and influential research that positively impacts our province, our country and the world.

The past year has continued to be challenging for post-secondary institutions. As the Covid-19 pandemic persists, some of our researchers are putting their expertise to good use by examining the pandemic's impact, and identifying solutions to help the world move forward. Many have broadened their scope to follow unforeseen paths of interest. As anthropologist and writer Zora Neale Hurston said, "Research is formalized curiosity. It is poking and prying with purpose." The purpose behind research at the Faculty of Business Administration, the reason for our poking and prying, is to transform our world. We believe so steadfastly in this that we have solidified it in our strategic plan. Through a pragmatic and conscientious approach to research, by cultivating strategic partnerships and by aligning ourselves with institutional guideposts such as Memorial's Strategic Framework for Indigenization, we aim to design an ecosystem that pursues, supports and celebrates research that makes a difference.

The ever-changing business landscape offers infinite research possibilities, and the ways in which we can make an impact are limitless. I would like to express my thanks and admiration to all of our researchers who continue to do excellent work, and to our many funders and partners whose support makes our research activity possible. With your help, we are able to continue transforming our world for the better.

Sincerely,

A handwritten signature in black ink, reading "Isabelle Dostaler". The signature is fluid and cursive.

Isabelle Dostaler, PhD
Dean, Faculty of Business Administration

Advisory Board Research Impact Award



DR. ALYSON BYRNE

Two studies examining different aspects of gender diversity gaps have been recognized for their practical impact by leaders at Memorial's business faculty.

Dr. Alyson Byrne and Dr. Erin Oldford are the first dual winners of the Faculty of Business Administration Advisory Board Research Impact Award, which recognizes research impact on teaching, practice or policy.

Dr. Byrne's study, Women leaders' views on demand-side strategies, analyzed interviews with senior female leaders across North America to consider ways the gender gap in senior management may be narrowed.

It was published in the *Journal of Managerial Psychology* and co-authored by Dr. Ingrid Chadwick of Concordia University and Dr. Amanda Hancock, then a PhD in management student at Memorial's business faculty.

The results were surprising, with 65 per cent of participants identifying demand-side strategies as beneficial, if controversial.

Demand-side strategies are policy interventions, such as gender targets, gender quotas and reporting requirements, that aim to increase the minimum standards of gender representation in organizations.

Such strategies do increase the numbers of women in senior roles, Dr. Byrne says, but they may also create a perception of those positions not being earned or based on merit.

Dr. Byrne says in order for gender quotas, targeting and reporting to be effective, conversations need to change. There also must be support from the top down and from male allies.

Advisory Board Research Impact Award

DR. ERIN OLDFORD

Dr. Oldford's research examined an issue for women just starting their careers.

In her paper, *Decoding bias: Gendered language in finance internship job postings*, she examines job postings for internship positions in the finance industry to determine whether they contribute to the industry's gender imbalance.

Along with co-author Dr. John Fiset from St. Mary's University, they assessed the language used in finance internship job postings across North America, finding that primarily agentic language was used — even at organizations known for their diversity and inclusion policies.

Agentic language is self-orientated and focused on power and achievement. Dr. Oldford says existing research shows women respond more positively to communal language, which focuses on harmony and collaboration.

Therefore, while firms may want to attract female interns, ads trying to recruit them are instead turning them away.

It's a subtle bias, she says, that needs to be remedied in order to recruit more women into the finance industry.

Dr. Oldford's study is the first to examine this issue in the finance industry. It was published in the *Journal of Behavioral and Experimental Finance*.



REPORT FROM THE CHAIR: DR. JOHN SCHOUTEN

CANADA RESEARCH CHAIR (TIER 1) IN SOCIAL ENTERPRISE

In 2021, I continued my research at Fishing for Success. This included conducting additional interviews with stakeholders, all through internet-mediated communication as per Covid-19 protocols, and developing and submitting an article with my co-author, Beth DuFault, then of the State University of New York at Albany, to the interdisciplinary journal *Sustainability*. The article, Social enterprise as a broker of identity resources, was published in early 2022.

I also continued my collaboration with Dr. Lydia Ottlewski (Southern Denmark University) and Dr. Joonas Rokka (emlyon) on research into consumer-driven social innovation through social entrepreneurship and enterprise. The context of the research is a German internet-platform-based organization called Familyship, which helps people to plan and construct alternative families for the purpose of bearing and co-parenting children. The impact of the organization has been to normalize and support

family formation among people that are excluded socially and/or legally from supports for childbearing. The rich data set should yield multiple journal articles, beginning with an article in a special issue of *Marketing Theory: The Platformization of Consumer Culture* and including submissions to *Journal of Marketing* and *Journal of Consumer Research*.

In conjunction with the Consumer Culture Theory Conference, I co-edited a book of poetry titled, *Carmelized Civilization Traein*. I also published my first volume of collected poems, *Evenings when the Sun*, from FutureCycle Press.





HIGHLIGHT: DR. JENNIFER JEWER

A research project focused on project management in social enterprises has earned a major grant from the Project Management Institute (PMI).

Dr. Jennifer Jewer has received \$20,986 USD for her project, Understanding the nature of project management in social enterprises.

She's the first researcher from the Faculty of Business Administration to earn a PMI grant. PMI is the field's leading global professional association.

Dr. Jewer's two year-project will address an important gap regarding the unique needs and challenges of managing projects in social enterprises.

Phase one, including a literature review and developing the research question and framework, is complete. In phase two, she'll develop and disseminate a survey to social enterprises across Canada.

Dr. Jewer noted that while project management is now integrated into most industries and in organizations of varying sizes and complexities, the majority of project management tools, methodologies and strategies tend to be highly structured and complex, like the large, complex organizations for which they were designed.

However, social enterprises face greater resource constraints than these larger organizations, and are simultaneously pursuing both social and economic goals.

"These structural differences justify a different approach to project management," she said.

To date, Dr. Jewer and master of business administration student Penny Fillier-Skinner have presented their work at an Administrative Sciences Association of Canada (ASAC) conference. In June 2022, she'll present at ASAC again with PhD in management student Farshad Amini.

Dr. Tom Cooper is a co-investigator on the project. Dr. Natalie Slawinski from the University of Victoria and Dr. Kam Jugdev from Athabasca University are collaborators. PhD in management student Pedram Pourasgari is a research assistant.



ACHIEVEMENTS IN RESEARCH

CONFERENCES & PRESENTATIONS

Adeniyi, J. & Brown, T.C. (2021). Employee perceptions of electronically mediated supervision (EMS). Administrative Sciences Association of Canada Conference. [virtual]

Arnold, K.A. (2021). How organizations can improve gender equity in leadership. Alumni Engagement & Gardiner Centre, Memorial University, St. John's, N.L.

Arnold, K.A. (2021). Leadership and well-being at work. Project Management Institute N.L., St. John's, N.L.

Brendel, A.B., Lukyanenko, R., Tiefenbeck, V., Tremblay, M.C. & vom Brocke, J. (panellists) & **Hevner, A. & Parsons, J.** (moderator). (2021). Research transparency in design science research. DESRIST. [virtual]

Briere, J., Ke, G.Y. & Bookbinder, J.H. (2021). A pessimistic bi-level framework for risk mitigation in hazmat transportation. INFORMS Annual Meeting, Anaheim, Calif.

Brown, T.C. (2021). Session chair: Perspectives on workplace training. Administrative Sciences Association of Canada Conference. [virtual]

Byrne, A. (2021). Schulich School of Business Seminar Series, York University, Toronto, Ont. [virtual]

Chalise, S., Arnold, K.A., Loughlin, C., McNally, C., Mercer, D. & Scheuer, C.L. (2021). Predictors of board gender diversity: A systematic review and meta-analysis. Academy of Management Annual Meeting. [virtual]

Cooper, T. & Kelly, J. (2021). Executive education design and delivery in the time of Covid. Teaching and Learning Conference, Memorial University, St. John's, N.L.

Cooper, T. (2021). So you want to join a board. Alumni Engagement, Memorial University. [virtual]

Cooper, T. (2021). Panellist, Living Lab Health Innovation Summit. Eastern Health, St. John's, N.L.

Cooper, T. (2021). TED Talks as a tool for reflective learning in a remote environment. Memorial University Teaching and Learning Conference. [virtual]

Cooper, T. (2021). The design, funding and management of infrastructure in local municipalities: A study from Canada. MBAA International Conference, Chicago, Ill.

Cullen, K., Ford, D.P., Butt, A. & Musa, S. (2021). Unmasking the truth: A longitudinal study examining workplace protective strategies, working arrangements and their impact on workers' health, safety and productivity in Newfoundland and Labrador during the COVID-19 pandemic. International Symposium on Epidemiology in Occupational Health. [virtual]

Daher Moreno, N.E. & Arnold, K.A. (2021). Co-operative organizational cultures: The key to promoting equal gender representation in leadership positions? Administrative Sciences Association of Canada Conference. [virtual]

Farrell, E., Dennison, M. & Winsor, B. (2021). Mature firms in an entrepreneurial ecosystem: Theory development. Canadian Council for Small Business and Entrepreneurship Conference. [virtual]

Fayezi, S. (2021). Invited speaker and panellist. Modern slavery in supply chains: Issues, challenges and opportunities. The human side of sustainable supply chains. Annual Supply Chain & Logistics Management Workshop. [virtual]

Fiset, J. & Oldford, E. (2021). Don't mince words: A cross-country assessment of how CEO visionary language influences organizational performance. Academy of Finance Annual Meeting. [virtual]

Hancock, A.J. & Arnold, K.A. (2021). Not all disclosures are created equal: Employee ratings of leader effectiveness after disclosure. Academy of Management Annual Meeting. [virtual]

Hassanpour, S.T., Ke, G.Y. & Tulett, D.M. (2021). A time-dependent location-routing problem of hazardous material transportation with edge unavailability and time window. Canadian Operational Research Society Annual Conference, Toronto, Ont.

Hassanpour, S.T., Ke, G.Y. & Ordikhani, S. (2021). Multi-objective index tracking portfolio selection problem: An application of CVaR and robust optimization. International Conference of Group Decision and Negotiation, Toronto, Ont.

Hassanpour, S.T., Ke, G.Y. & Zhao, J. (2021). A stochastic location-routing problem for infectious waste management with time windows. INFORMS Annual Meeting, Anaheim, Calif.

Jewer, J., Peterson, B.K., Gosine, R. & Warrian, P. (2021). Digital innovation through IT outsourcing: The influence of institutional logics. MIS Quarterly Paper Development Workshop. [virtual]

Ke, G.Y. & Zhao, J. (2021). Infectious waste management with demand uncertainty during a pandemic. International Symposium on Locational Decisions. [virtual]

Ke, G.Y., Bookbinder, J.H. & Lu, J. (2021). Emergency response for hazardous materials with link disruptions: A scenario-based robust approach. International Conference of Group Decision and Negotiation, Toronto, Ont.

Komiak, S. & Kumar, S.D. (2021). Factors affecting student's performance and intention to use hybrid mode learning research in progress. Annual Pre-ICIS Workshop on HCI Research in MIS, Austin, Texas.

ACHIEVEMENTS IN RESEARCH

CONFERENCES & PRESENTATIONS con't

Kubiak, W. (2021). On a conjecture for the university timetabling problem. European Conference on Operational Research, Athens, Greece.

Lu, J., **Ke, G.Y.** & Bookbinder, J.H. (2021). Designing emergency logistics networks for hazardous materials with link disruptions. Canadian Operational Research Society Annual Conference, Toronto, Ont.

Mahdavi, S. & **Brown, T.C.** (2021). The relationship between big-five personality traits and motivation to learn in the presence of cognitive ability as a moderator. Administrative Sciences Association of Canada Conference. [virtual]

McCarthy, R., Bradbury-Squires, D., **Jewer, J.** & Parsons, M. (2021). Virtual Simulation in residency training: Work-in-progress. Family Medicine Forum (FMF), St. John's, N.L.

Murray, R., Loughlin, C., Jones-Chick, R., Day, A. & **Arnold, K.A.** (2021). Fostering gender equality at work: Leveraging leadership, inclusion and self-care training. International Leadership Association, Geneva, Switzerland. [Not presented due to Covid-19 travel restrictions].

Newell, W., Walsh, J. & **Winsor, B.** (2021). Digital transformation among entrepreneurs in Canada's rural regions. Canadian Council for Small Business and Entrepreneurship Conference. [virtual]

Ortynsky, M. & **Brown, T.C.** (2021). Factors influencing gender composition of corporate boards: A systematic literature review. Administrative Sciences Association of Canada Conference. [virtual]

Park, C., Kim, Y. & Chen, C. (2021). Disseminative capacities in IJVs: The role of psychic distance and the impact on explicit and tacit knowledge transfer. Academy of International Business Annual Meeting. [virtual]

Park, C., Kim, Y. & Chen, C. (2021). The impact of disseminative capacities on knowledge transfers: Does psychic distance really matter? Academy of Management Annual Meeting. [virtual]

Park, C., Lee, J. & Pervez, G. (2021). Innovativeness in international joint venture: The effect of explicit and tacit knowledge transfer. Academy of Management Annual Meeting. [virtual]

Pike, K.A. & **Ford, D.P.** (2021). Uncivil behaviour and gender: Does gender matter? Administrative Sciences Association of Canada (ASAC). [virtual]

Rhee, Y. & **Park, C.** (2021). The paradoxical relationships of performance in hybrid organizations: The case of social enterprises. Academy of Management Annual Meeting. [virtual]

Stewart, A. (2021). Uses and challenges of photography in management studies. Atlantic Schools of Business Conference. [virtual]

Wans, N. (2021). Regulatory scrutiny and reporting of internal control deficiencies: Evidence from the SEC comment letters. Administrative Sciences Association of Canada Conference. [virtual]

Xu, H., Han, Y., **Ke, G.Y.** & Zhu, J. (2021). Modelling and implementation of a new negotiation decision support system for conflict resolution under uncertainty. International Conference of Group Decision and Negotiation, Toronto, Ont.

CONFERENCES PROCEEDINGS

Castellanos, A., Castillo, A., Chiarini Tremblay, M., Lukyanenko R., **Parsons, J.** & Storey, V. (2021). Improving machine learning performance using conceptual modelling. AAAI Spring Symposium, Combining Machine Learning and Knowledge Engineering, Stanford, Calif.

Castellanos, A., Castillo, A., Tremblay M.C., Lukyanenko, R., **Parsons, J.** & Storey, V.C. (2021). Conceptual models for ML: Reflections and guidelines. International Workshop on Conceptual Modelling Meets Artificial Intelligence, St. John's, N.L.

Ke, G.Y., Zhao, J. & Wu, B. (2021). Mitigating the infectious risk of medical waste management during a pandemic. International Conference of Group Decision and Negotiation, Toronto, Ont.

McIlveen-Brown, E., Morris, J., Lim, R., Johnson, K., **Byrne, A.**, Bischoff, T., Hurley, K., Mann, M., Menchetti, I., Pardhan, A., Pham, C., Sheppard, G., Zia, A., & Chan, T.M. (2021). Priority strategies to improve gender equity in Canadian emergency medicine: Proceedings from the CAEP 2021 Academic Symposium on Leadership, Winnipeg, Man. [virtual]

Murphy, R. & **Parsons, J.** (2021). Finer granularity means better data: A crowdsourcing lab experiment. VLDB Crowd Science Workshop, Copenhagen, Denmark.

Ogunseye, S. & **Parsons, J.** (2021). Collecting useful information from the crowd: Is experience required? International Conference on Information Systems, Austin, Texas.

Ogunseye, S., **Parsons, J.** & Afolabi, D. (2021). Training-induced imbalance in crowdsourced data. VLDB Crowd Science Workshop, Copenhagen, Denmark.



FEATURE: DR. GINGER KE

From the health of individuals and communities to the global economy and international supply chains, the Covid-19 pandemic has wreaked havoc across the world.

One business researcher is responding by applying her expertise towards devising a solution to one of the many problems that have arisen over the past two years.

Prof. Ginger Ke has a long history of research excellence focused on the transportation of hazardous materials. With Dr. Jiahong Zhao and Mr. Biaohua Wu, her research partners at the Guangdong University of Technology in Guangzhou, China, Dr. Ke turned her focus towards the increasing volume of infectious waste being generated by the health-care industry.

"We felt that we could, and should, make use of our expertise to assist stakeholders in properly overcoming the difficulties during a pandemic at a responsible cost," Dr. Ke said.

Through research that included a case study in Wuhan, China, Dr. Ke and her collaborators realized that existing waste disposal systems need to be prepared for sudden uncertainties such as pandemics. They also must ensure coherent operations in non-pandemic times to avoid wasted resources and higher costs.

In a paper for the *Journal of Cleaner Production* called, A bi-objective robust optimization approach for the management of infectious wastes with demand uncertainty during a

pandemic, the researchers proposed a new model that uses temporary waste facilities and efficient transportation routing to guide decision-makers in their pandemic responses. The multi-tiered framework is cost-efficient and eco-friendly as well as responsive to sudden increases in waste volume.

"This research touches on several critical aspects of waste management, namely uncertainties, risk reduction, cost saving, location and routing, and covers several decision levels from the strategic level to the operational level," said Dr. Ke.

The research can be applied worldwide, she added.

"Despite the difference in waste management in different countries, the general guidance in treating infectious waste and the striving for effective and efficient services in waste handling are identical," she said. "We believe our model can facilitate better management of infectious waste in various countries, especially during an unexpected pandemic."

Dr. Ke's work in this area is continuing. A paper led by PhD in management student Saeed Tasouji Hassanpour, which addresses time and demand variations in processing infectious waste, has been submitted to *Computers & Operations Research*.

Two other studies are currently in process, which are examining uncertainties in how quickly infectious waste is generated and using real-time data to adjust operational responses.



REPORT FROM THE CHAIR: DR. JEFFREY PITTMAN

CORPORATE GOVERNANCE AND TRANSPARENCY

Besides working on my own research projects, my main focus at this stage is helping others thrive in developing their own research programs. This can include teaching graduate students, guiding newer faculty members, participating in doctoral consortia, serving as a keynote speaker at conferences and crafting papers outlining potential future research directions. I hope that these activities are constructive in helping to develop the next generation of corporate governance researchers.

I also try to maintain an active research program. In 2021, I published four papers in major journals, including *The Accounting Review* and *Contemporary Accounting Research*. I have five papers accepted for publication in such top journals as the *Journal of Accounting Research*, *The Accounting Review*, *Contemporary Accounting Research* and *Accounting, Organizations and Society*. Recent statistics suggest that I have been the most productive accounting researcher worldwide — in terms

of publishing in the top five journals in my field — in the past three- (2019-2021), six- (2016-2021) and 12-year (2010-2021) periods.

In striving to provide evidence on interesting research questions, I generally try to exploit unique data. For example, in a recent study, my co-authors and I explore whether audit partner performance is sensitive to the extent of their narcissism. Extensive prior archival and experimental evidence in psychology, economics and management suggests that narcissistic individuals tend to be more independent. This maps into audit theory that holds that audit partner quality improves when they exhibit more independence. In fact, auditors who are more independent are known to better resist pressure from clients to waive audit adjustments that would lower their earnings. Similarly, prior evidence implies that more independent audit partners are less concerned about the threat of dismissal in the event that they reach audit decisions that are unfavourable to client management. However, in the other direction, more narcissistic audit partners may discount input from other members of the audit team, potentially undermining audit quality.

Accordingly, the impact of narcissism on partner performance distils to an empirical question that we examine in this study. Relying on partner signature size to measure their narcissism, we find strong evidence supporting that more narcissistic partners conduct high-quality audits. This paper, which was published in *The Accounting Review* in 2021, is part of a series of research projects on the partner-level determinants of audit quality that I have in the pipeline. Similar to my earlier research, I am optimistic that these papers will lead to insights that help inform public policy debates and motivate future research.

Like many others dealing with disruptions stemming from pandemic, this year I have spent time reflecting on my goals for the next stage of my career. Although I will likely take a different path in the years ahead, I will always be deeply grateful to former deans Dr. Gary Gorman and Dr. Wilfred Zerbe for their resolute support of my research activities.

HIGHLIGHT: DR. ASHRAFEE HOSSAIN

Power wielded by top company leaders can be an obstacle in promoting workplace equality for LGBTQ+ employees, says a Memorial University researcher.

In a paper published in the *Journal of Behavioral and Experimental Finance*, Dr. Ashrafee Hossain and his co-authors note that corporate sexual orientation equality is an inherent strategic corporate decision. Therefore, chief executive officers (CEOs), as the initiators of strategic decision-making, can have a great impact in developing LGBTQ+-friendly policies.

In their paper, Chief executive officer power and corporate sexual orientation equality, the authors note established benefits to pro-LGBTQ+ policies and initiatives including improved firm value, stock returns and customer satisfaction.

However, they find that when CEOs' personal anti-LGBTQ+ beliefs or a desire to kowtow to majority stakeholder interests take precedence, they may act to block, delay or otherwise hinder equality related to sexual orientation in the workplace. This is more commonplace when firms have weak external monitoring, lower transparency or are located in a more religious country.

In the later instance, the desire to maintain a good relationship with the local community — an important source of CEO power — may be a factor in not promoting LGBTQ+ initiatives.

Dr. Hossain is an associate professor of finance at the Faculty of Business Administration. Co-authors include Dr. Jennifer Brodmann (California State University), Dr. Abdullah Al Masum (University of Wisconsin-Oshkosh) and Dr. Meghna Singhvi (California State University).



FEATURE: DR. JOHN SCHOUTEN

Dr. John Schouten, Fishing for Success win President's Award

The partnerships between Memorial University and Fishing for Success run as deep as the water just beyond Petty Harbour.

That thriving fishing community is home to the social enterprise that teaches traditional fisheries skills while helping participants develop purpose, confidence and a sense of belonging.

Founders Kimberly Orren and Leo Hearn have a strong belief in the power of the sea to create opportunity. Their programs share traditional practices like fishing and boat building with youth, women, Indigenous and new Canadians as well as tourists. Participants gain skills but also new ideas about their own abilities.

A number of years ago, Ms. Orren and Mr. Hearn met Dr. John Schouten of the Faculty of Business Administration at a Memorial-hosted event. As the new Canada Research Chair (Tier 1) in Social Enterprise, he was immediately fascinated by their work and they soon began collaborating. Before long, Dr. Schouten made Fishing for Success the focus of his research and Petty Harbour his home.

In 2021, their partnership earned one of Memorial's highest honours: the President's Award for Public Engagement Partnerships.

It's a mutually beneficial relationship. Dr. Schouten is able to access a research site that continues to evolve and grow. Fishing for Success gains some insights and tools to help measure the impact of their work, a key element of most funding applications.

Part of the partnership between Fishing for Success and Dr. Schouten has focused on understanding the myriad impacts of the program on various stakeholders including program participants, employees, tourists and the community itself.

"The kinds of benefits that Fishing for Success is good at providing are soft benefits that are hard to measure," said Dr. Schouten. "We're figuring out how to demonstrate impact when it isn't strictly financial. In a situation like this, money is not the object, it's just a necessary tool."

As the province looks to new opportunities to sustain our communities in the future, partnerships like the one between Ms. Orren, Mr. Hearn and Dr. Schouten emphasize that the skills and knowledge of the past are still useful today.

—With files from Rebecca Cohoe, senior communications advisor, Office of Public Engagement



ACHIEVEMENTS IN RESEARCH

PEER-REVIEWED JOURNALS

Abukari, K., **Oldford, E.** & Willcott, N. (2021). Student-managed investment funds: A review and research agenda. *Managerial Finance*, 47(11).

Alexander, M., Gregor, S. & **Parsons, J.** (2021). Mapping design contributions in information systems research. *Communications of the AIS*, 49.

Ardalankia J., Askari, J., Sheykhal, S., **Haven, E.** & Jafari R. (2021). Mapping coupled time-series onto a complex network. *Europhysics Letters*, 132(5).

Athalye, V. & **Haven, E.** (2021). Socio-economic sciences: Beyond quantum math-like formalisms. *Quantum Reports*, 3(4):656-663.

Bauer, A., Fang, X. & **Pittman, J.A.** (2021). The importance of IRS enforcement to stock price crash risk: The role of CEO characteristics. *The Accounting Review*, 96 (4): 81-109.

Bhabra, G.S., Bhabra, H.S. & **Hossain, A.** (2021). CEO inside debt and acquisition of private targets. *Accounting & Finance*.

Bhattacharya, A. & **Fayezi, S.** (2021). Ameliorating food loss and waste in the supply chain through multi-stakeholder collaboration. *Industrial Marketing Management*, 93:328-343.

Brodmann, J., **Hossain, A.**, Masum, A.A. & Singhvi, M. (2021). Chief executive officer power and corporate sexual orientation equality. *Journal of Behavioral and Experimental Finance*, 31.

Byrne, A., Chadwick, I.C., & Hancock, A. (2021). Demand-side strategies: The last resort for women in leadership. *Journal of Managerial Psychology*, 36, 31-50.

Carmine, S., Andriopoulos, C., Gotsi, M., Härtel, C.E.J., Keller, J., Krzeminska, A., Mafico, N., Pradies, C., Raza, H., Raza-Ullah, T., Schrage, S., Sharma, G., **Slawinski, N.**, Stadler, L., Tunarosa, A. & Winther-Hansen, C. (2021). A paradox approach to organizational tensions during the pandemic crisis. *Journal of Management Inquiry*, 30(2):138-153.

Chou, T.K., **Pittman, J.A.** & Zhuang, Z. (2021). The importance of partner narcissism to audit quality. *The Accounting Review*, 96: 103-127.

Chen, L., Xu, H. & **Ke, G.Y.** (2021). A PROMETHEE II approach based on probabilistic hesitant fuzzy linguistic information with applications to multi-criteria group decision-making. *International Journal of Fuzzy Systems*, 23:1556-1580.

Clarke, H.M & **Arnold, K.A.** (2021). Are undergraduate students good proxies for HRM professionals? A comparison of responses in a hiring decision study. *Evidence-based HRM: A Global Forum for Empirical Scholarship*.

Cooke, G., Chowhan, J., MacDonald, K. & Mann, S. (2021). Talent management: Four "buying versus making" talent development approaches. *Personnel Review*.

Datta, A., Bazan, C. & **Arnold, K.A.** (2021). Effect of gender role identity on the entrepreneurial intention of university students. *Journal of Small Business and Entrepreneurship*.

Ding J., Chen, L., **Ke, G.Y.**, Li, Y. & Zhang, L. (2021). Balancing the profit and capacity under uncertainties: A target-based distributionally robust knapsack problem. *International Transactions in Operational Research*, 29(2):760-782.

Evermann, J. & Kim, H. (2021). Workflow management on proof-of-work blockchains: Implications and recommendations. *Springer Nature Computer Science*, 2(44).

Fang, X., **Pittman, J.A.** & Zhao, Y. (2021). The importance of director external and internal social networks to stock price crash risk. *Contemporary Accounting Research*, 38: 903-941.

Fayezi, S. & Ghaderi, H. (2021). What are the mechanisms through which inter-organizational relationships contribute to supply chain resilience? *Asia Pacific Journal of Marketing and Logistics*, 34(1):159-174.

Fayezi, S., Benstead, A., Gold, S., Klassen, R., & Van Wassenhove, L. (2021). Modern slavery in supply chains: A socio-technical perspective. *Special Issue of Production and Operations Management*, 30(1):298-299.

Fiset, J. & **Byrne, A.** (2021). The ISR-1 drug case: A decision-making exercise. *Journal of Management Education*, 45, 859-888.

Fiset, J., **Oldford, E.**, Chu, S. (2021). Market signaling capacity of written and visual charismatic leadership tactics. *Journal of Behavioral and Experimental Finance*, 29.

Furey, M. & Rixon, D. (2021). Response to the call: Has this close call been a wake-up call? *American Journal of Management*, 21(5):84-98.

Ghahremanlou, D. & **Kubiak, W.** (2021). Integrated bioethanol-gasoline supply chain evolved by changing U.S. government policies. *International Journal of Operational Research*.

Hancock, A.J., Gellatly, I.R., Walsh, M.M., **Arnold, K.A.** & Connelly, C.E. (2021). Good, bad and ugly leadership profiles: Implications for followers' work-related and context-free outcomes. *Journal of Management*.

Hasan, M.M, **Hossain, A.** & Hossain, T. (2021). CEO inside debt holdings and trade credit. *Accounting & Finance*.

ACHIEVEMENTS IN RESEARCH

PEER-REVIEWED JOURNALS con't

Hassanpour, S.T., **Ke, G.Y.** & **Tulett, D.M.** (2021). A time-dependent location-routing problem of hazardous material transportation with edge unavailability and time windows. *Journal of Cleaner Production*, 322.

He, L., Xu, H. & **Ke, G.Y.** (2021). A hybrid predictive framework for evaluating P2P credit risks. *Grey Systems: Theory and Application*.

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Jewer, J. & Compeau, D.R. (2021). Understanding information systems success: A hybrid view. *European Journal of Information Systems*.

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Khaksar, H., **Haven, E.**, Nasiri, S. & Jafari, G. (2021). Using the quantum potential in elementary portfolio management: Some initial ideas. *Entropy*, 23(2):180.

Kubiak, W. (2021). On a conjecture for the university timetabling problem. *Discrete Applied Mathematics*, 299:26-49.

Li, L., **Ke, G.Y.**, Li, M. & Zhang, L. (2021). Pricing optimization and competition under the linear nested stochastic choice model. *Naval Research Logistics*, 69(2): 201-222.

Namaki, A., Raezi, R., Ardalankia, J., Hedayatifar, L., Hosseiny, A., **Haven, E.** & Jafari, G. (2021). Analysis of the global banking network by Random Matrix Theory. *Frontiers in Physics*, 8.

Oldford, E. & Fiset, J. (2021). Decoding bias: Gendered language in finance internship job postings. *Journal of Behavioral and Experimental Finance*, 31.

Oldford, E. & Fiset, J. (2021). Facing ethical dilemmas in industrial-organizational psychology: The case for the principle of double effect. *Industrial and Organizational Psychology: Perspectives on Science & Practice*, 14(3).

Oldford, E. & Otchere, I. (2021). Institutional cross-ownership, heterogeneous incentives and negative premium mergers. *Review of Quantitative Finance and Accounting*, 57(4):1-31.

Park, C. (2021). The death of distance, revisited: Disseminative capacity and knowledge transfer. *Multinational Business Review*.

Pittman, J.A. & Zhao, Y. (2021). The impact of financial statement audits on non-income-increasing misreporting: Evidence from restatements. *Auditing: A Journal of Practice & Theory*, 40: 127-153.

Saghafi, A., Wand, Y. & **Parsons, J.** (2021). Skipping class: Improving human-driven data exploration and querying through instances. *European Journal of Information Systems*, 1-29.

Singhvi, M., **Hossain, A.** & Brodmann, J. (2021). New auditors are coming: Disrupting the fixed mindset and exploring dynamic changes in auditing. *EDPACS: The EDP Audit, Control and Security Newsletter*.

Sran, A., **Komiak, S.** & Manzoor, S. (2021). Farm-n-pedia: Expert mobile agricultural KBS for Indian farmers. *International Journal of Research in Business & Social Science*, 10(7).

Stewart, A. (2021). Who shuns entrepreneurship journals? Why? And what should we do about it? *Small Business Economics*.

Tang, J. (2021). CEO self-discipline in power use: A key moderator for the effect of CEO power. *European Management Journal*, 39:633-644.

Xu, H., Han, Y., **Ke, G.Y.** & Zhu, J. (2021). Modelling and implementation of a new negotiation decision support system for conflict resolution under uncertainty. *Group Decision and Negotiation*.

Zhao, J., Wu, B. & **Ke, G.Y.** (2021). A bi-objective robust optimization approach for the management of infectious wastes with demand uncertainty during a pandemic. *Journal of Cleaner Production*, 314.

REPORT FROM THE CHAIR: DR. ALEX STEWART

ENTREPRENEURSHIP

In 2021, I continued teaching the entrepreneurship course (BUSI 8511) for the master of business administration in social enterprise and entrepreneurship (MBA-SEE) program. I taught the MBA New Ventures course (BUSI 9308), which had several promising early-stage ventures. I also continued to work as faculty advisor for Blaine Edwards, whose Unbound Chemicals (first sketched out as a business model in an earlier BUSI 9308 that I taught) has been acquired by a tech firm in Poland.

I also taught the undergraduate new ventures (BUSI 3630) and strategic management (BUSI 4050) courses, the latter in a completely new and unusual way. Students developed action plans for small firms or organizations they know up close, and also created personal career plans based on a book called *Make Your Own Luck*.

I serve on the supervisory committee for three PhD students and work with a master of science (M.Sc.) in management student on a thesis that could contribute to practical and scholarly literature on entrepreneurship due to unusual data.

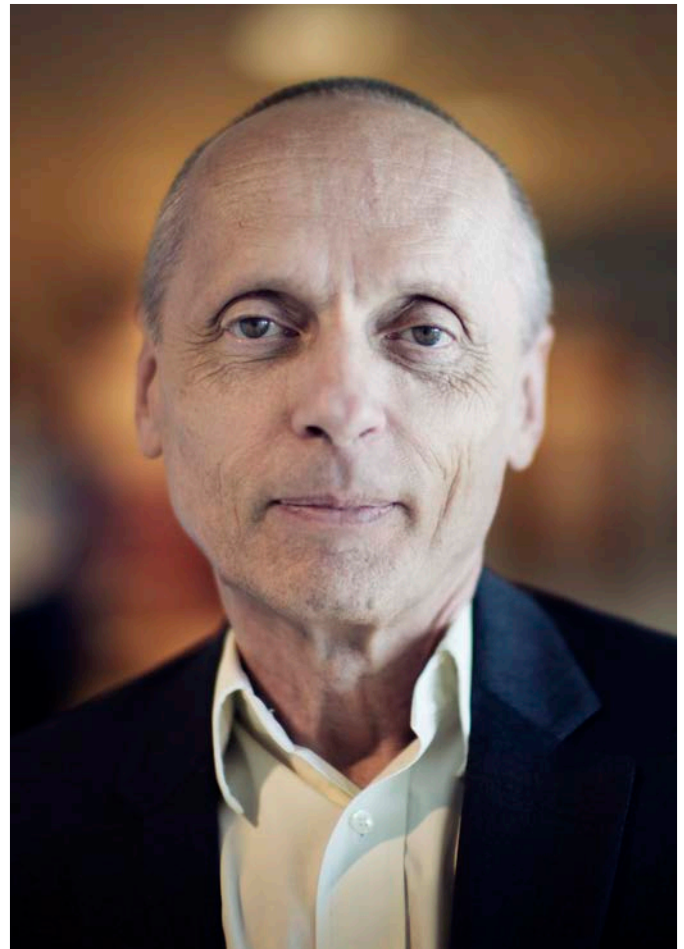
In 2021, I had one publication published in *Small Business Economics*: Who shuns entrepreneurship journals? Why? And what should we do about it? I also wrote a paper currently under review at the *Journal of Economic Issues* entitled, Academic snobbery and the prospects for heterodox economics.

I presented two papers in 2021. First, I presented Uses and challenges of photography in management studies at the Atlantic Schools of Business conference, a virtual event hosted by the University of Prince Edward Island. Secondly, I virtually presented The inherent ambivalence of employment for the anthropology department at the University of Copenhagen. This study, with Dr. David Krackhardt of Carnegie Mellon University, is challenging to publish as it's unusual in its methods, combining social network analysis (Dr. Krackhardt's expertise) with ethnographic data as the source of the matrixes. This paper has been submitted to *Entrepreneurship Theory & Practice*.

I have served on the editorial boards for *Family Business Review* and *Journal of Family Business Strategy*, and reviewed papers for the Academy of Management conference, Atlantic Schools of Business conference, *Entrepreneurship Theory & Practice* and *Journal of World Business*.

I'm involved with Memorial's translational research and development program as well as the university's innovation committee. I'm working with Memorial students in the Creative Destruction Lab and with the Centre for Social Enterprise. I'm also a member of the faculty's research committee.

I'm currently focusing on a photo-ethnographic work of ventures and livelihoods on the Bonavista Peninsula.



HIGHLIGHT: DR. KARA ARNOLD

A new approach to leadership theory examines different combinations of leadership styles and their impact on employee well-being.

Dr. Kara Arnold has co-authored a paper with Dr. Amanda Hancock (M.Sc.'10, PhD'22), assistant professor at Memorial's Grenfell Campus, called Good, bad and ugly leadership patterns: Implications for followers' work-related and context-free outcomes. It was published in the *Journal of Management*.

To date, most related research has concentrated on individual styles in isolation. Their paper is among the first to acknowledge that different leadership styles are likely to co-occur.

Dr. Arnold, a professor of human resource management and organizational behavior, says they found three main patterns of leadership styles: one constructive (the good) and two destructive (the bad and the ugly).

Good leaders embodied a transformational style combined with contingent reward, the latter of which rewards employees for completing tasks and for positive outcomes.

On the destructive side, the researchers found a passive-abusive combination is particularly negative for employee physical health. Dr. Arnold says they were surprised to find that passive leaders can be equally or more damaging than passive-abusive leaders to employees' work-related attitudes and physiological well-being.

Another interesting finding contradicted the popular perception that visionary leaders who exhibit abusive



behaviours — think Steve Jobs, for example — are common. Dr. Arnold's research didn't find this combination of leadership styles, suggesting such anecdotal examples could be considered exceptional or an outlier circumstance.

Further co-authors on the paper were Dr. Ian Gellatly, University of Alberta, Dr. Megan Walsh (BA'12, MER'13, PhD'17), University of Saskatchewan, and Dr. Catherine Connolly, McMaster University.



ENGAGING IDEAS SERIES

Engaging Ideas, the Faculty of Business Administration's research and industry engagement series, aims to: increase community and industry awareness of research conducted by faculty members; transfer this knowledge so that industry can apply it in its activities; and facilitate future research collaborations.

These interactive presentations provide a forum for discussion between industry representatives and faculty members on the practical uses and implications of the exciting research being conducted within the business faculty and at Memorial University.

Engaging Ideas was held twice in 2021.

The first was in May and entitled A Diversity of Research Impact. Presentation topics and speakers included:

- Dr. Jianyun (J.Y.) Tang, associate professor: Dominant leaders: Heroes or villains?;
- Dr. Blair Winsor, associate professor: Managing for regeneration: Shorefast on Fogo Island; and

- Dr. Peggy Coady, associate professor, and Dr. Carlos Bazan, assistant professor, Chair in Entrepreneurship, Faculty of Engineering and Applied Science: Reimagining business education for a changing business environment.

The second event was held as part of Memorial University's Research Week, and the theme was Exploring Co-operatives. Presentation topics and speakers included:

- Ken Kavanagh, director, N.L. Federation of Co-operatives: The co-operative way of doing business;
- Dr. Gordon Cooke, professor: Co-operatives: Filling a gap in remote communities;
- Wendy Reid-Fairhurst, PhD student, Memorial University: Co-operative or co-operatives: A co-housing journey; and
- Daphne Rixon, associate professor, Sobey School of Business, Saint Mary's University: Measuring SDG performance in co-operatives and credit unions.

RESEARCH BROWN BAGS

Memorial's business faculty regularly holds informal Research Brown Bags that provide an opportunity for our faculty to discuss various topics specific to their research.

These sessions allow faculty members to learn from each other's challenges and experiences as well as share insights and learn about new opportunities for funding, partnerships and more.

They also serve as a forum for

informal discussion with Dr. Neil Bose, Memorial's vice president (research), and have provided opportunities to discuss internal programs such as the Business Research Experience Pool (BREP).

The April 2021 session was focused on manuscript writing. Two faculty members, Dr. Ginger Ke and Dr. Majid Eghbali-Zarch, as well as some of their graduate students, provided drafts of in-progress manuscripts. Faculty members reviewed the manuscripts prior to the event

and used the session to provide feedback.

Another session held in November focused on Mitacs programs and the application process. Libby Carew, Mitacs director of business development (N.L.) as well as the business faculty's Dr. Tom Cooper and PhD candidate Ismael Golmohammadi, discussed Mitacs funding opportunities, applying as a principal investigator and the intern experience, respectively.

REPORT FROM THE CHAIR: DR. EMMANUEL HAVEN

DR. ALEX FASERUK CHAIR IN FINANCIAL MANAGEMENT EDUCATION

In 2021, I co-authored a paper on using random matrix theory in banking networks. In another co-authored publication, we show that a new type of risk measure, usable in elementary portfolio management, can be defined with the aid of a particular potential function. There is a power law between that measure and the time scale.

Together with an academic from Purdue University, I am finishing a Festschrift (with Springer-Nature). We are thrilled that the foreword of the book is written by Dr. Anton Zeilinger, recipient of the 2010 Wolf Prize Laureate in Physics. I am also continuing to co-edit special issues in other journals such as in *Frontiers in Psychology* with an academic from the Bernstein Center for Computational Neuroscience in Berlin, among other co-editors.

I have continued to teach both the financial derivative pricing course for upper undergraduate and master of business administration (MBA) students, as well as business economics courses at the MBA level. I also continued teaching the interdisciplinary colloquium in the School of Graduate Studies, and I have been renewed as the director of Memorial's interdisciplinary PhD program.

With the superb support of Ellen Steinhauer from the Research Grants and Contract Services, I co-organized a series of mental health research sessions across the university. Co-organizers include: Dr. Reza Tabrizchi, vice-dean, research and graduate studies, Faculty of Medicine; Dr. Jacqueline Blundell, acting associate dean, research and graduate, Faculty of Science; and Dr. Anne Marie Sullivan, interim dean, School of Human Kinetics and Recreation.

Within the business faculty, I chaired both the promotion and tenure committee and the search committee for the technology ecosystem hire.

Finally, I'm a co-organizer of the Thermodynamics 2.0 conference to be held in North Carolina in June 2022.



HIGHLIGHT: BUSINESS FACULTY JOINS GLOBAL NETWORK FOR RESPONSIBLE RESEARCH

Memorial's business faculty has joined a global network of business schools and partners committed to responsible research practices that aim to create a better world.

The Faculty of Business Administration became the second business school in Canada to join the Responsible Research in Business and Management (RRBM) network, which includes 64 schools and partners around the world.

Twenty-two members are located in North America with only two being in Canada; the other is the John Molson School of Business at Concordia University.

The RRBM is dedicated to responsible science that produces credible knowledge useful for addressing problems important to business and society.

"Everything that we do aligns with RRBM's principles, from innovative programming that develops business leaders who champion new ways of doing business to rigorous research practices that provide real-world solutions to today's business challenges," said Dr. Isabelle Dostaler, dean.



Relevant initiatives include introducing Canada's first master of business administration in social enterprise and entrepreneurship (MBA-SEE) in 2018, launching the Centre for Social Enterprise in 2017 (in partnership with the schools of Music and Social Work), and creating the Faculty of Business Administration Advisory Board

Research Impact Award in 2018. The award celebrates research that has significant impact on teaching, business practice, public policy and the larger community.

Several researchers have also delved into the world of social enterprise, including Dr. John Schouten, Canada Research Chair (Tier 1) in social enterprise.

ACHIEVEMENTS IN RESEARCH

MEDIA MENTIONS

Submitted articles/op-eds

Arnold, K. (April 19, 2021). Mental health impact of Covid-19 affects leadership in the workplace. *The Good Men Project Magazine*.

Fayezi, S. & Ke, G.Y. (2021). 'Serious (re)think:' Advice for local businesses affected by global supply chain chaos. *Gazette*, Memorial University, St. John's, N.L.

Oldford, E. & Fiset, J. (Aug. 17, 2021). How to avoid gender bias in job postings. *The Conversation*.

Oldford, E. & Fiset, J. (Aug. 17, 2021). How to avoid gender bias in job postings. *Tajikistan News.Net*.

Oldford, E. & Fiset, J. (Aug. 19, 2021). How to avoid gender bias in job postings. *Associated Press*.

Oldford, E. & Fiset, J. (Aug. 19, 2021). How to avoid gender bias in job postings. *The National Post*.

Oldford, E. & Fiset, J. (Aug. 30, 2021). How to avoid gender bias in job postings. *SooToday.com*.

Oldford, E. (Aug. 12, 2021). How to avoid gender bias in job postings. *Professional ConventionManagementAssociation.com*.

Oldford, E. (Sept. 6, 2021). How to avoid gender bias in job postings. *HalifaxToday.ca*, Halifax, N.S.

News/interviews

Brown, T.C. (June 27, 2021). Following the Sexton example: Newfoundland labour professor says employee appreciation can take many forms. *Saltwire.com*.

Byrne, A. (June 9, 2021). The new normal on campus. *University Affairs*.

Byrne, A. (Jan. 28, 2021). The global economy's new power brokers. *Bloomberg*.

Cooke, G. (Aug. 17, 2021). What will other towns learn from the Grand Falls-Windsor lockout? *CBC*, Gander, N.L.

Cooke, G. (Aug. 2, 2021). Dispute between FFAW and Fish NL, regarding upcoming FFAW elections, and ineligibility of former Fish NL persons within last 12 months. *Saltwire.com*.

Cooke, G. (Nov. 3, 2021). As some workers leave N.L.'s restaurant industry, what's to blame - and what's the solution? *CBC Radio*, St. John's, N.L.

Cooke, G. (Oct. 7, 2021). Help wanted. *CBC Crosstalk*, St. John's, N.L.

Cooper, T. (July 4, 2021). Why would two artisanal ice cream shops open in the same neighbourhood? *CBC Radio*, St. John's, N.L.

Cooper, T. (June 17, 2021). The pros and cons of selling the Newfoundland Liquor. *On the Go*, *CBC Radio*, St. John's, N.L.

Cooper, T. (June 2, 2021). Why is the Avalon Mall makeover succeeding, as rural retail struggles? *CBC News*, St. John's, N.L.

Cooper, T. (June 28, 2021). Privatizing NLC could raise cost of booze, put minors in peril, says MADD. *CBC News*, St. John's, N.L.

Cooper, T. (Oct. 12, 2021). Tourism and weather. *Here & Now*, *CBC*, St. John's, N.L.

Cooper, T. (Oct. 26, 2021). Social enterprise in Newfoundland and Labrador. *CBC Crosstalk*, St. John's, N.L.

Dostaler, I. (Aug. 12, 2021). On the job: Managers in high demand in Newfoundland's 'job-hunter's market'. *Saltwire.com*.

Dostaler, I. (Feb. 14, 2021). 20 questions with Memorial University's Isabelle Dostaler. *The Chronicle Herald*, Halifax, N.S.

Dostaler, I. (Feb. 3, 2021). Trouble in the air: Flying post-pandemic may not be easy for East Coast travellers. *The Chronicle Herald*, Halifax, N.S.

Dostaler, I. (Jan. 14, 2021). Interview re. Air Canada cutbacks. *St. John's Morning Show*, *CBC Radio*, St. John's, N.L.

Dostaler, I. (Jan. 8, 2021). WestJet cutting jobs and slashing flight capacity by 1/3. *CBC News*.

Dostaler, I. (July 12, 2021). It's a bold move. *The Morning Show*, *Global News Radio*, Toronto, Ont.

Dostaler, I. (March 23, 2021). 'Will it ever go back to what it was?' How the pandemic has decimated Canada's regional airline routes. *The Globe and Mail*, Toronto, Ont.

Ford, D.P. (April 8, 2021). Interview on remote work and employee post-pandemic preferences. *AllNewfoundlandandLabrador.com*.

Oldford, E. (2021). Discussion on The Fund's work to recruit more female students. *St. John's Morning Show*, *CBC Radio*, St. John's, N.L.

Oldford, E. (Aug. 3, 2021). The coded language that holds women back at work. *BBC Worklife*.

Oldford, E. (Jan. 29, 2021). Discussion on Game Stop stock surge. *St. John's Morning Show*, *CBC Radio*, St. John's, N.L.

Oldford, E. (Sept. 9, 2021). Discussion on instructors' experience during return to Memorial University's campus. *St. John's Morning Show*, *CBC Radio*, St. John's, N.L.

Park, C. (Dec. 10, 2021). MUN researchers pinpoint N.L. businesses poised for global success. *Atlantic Business Magazine*.

Pittman, J. (Sept. 14, 2021). Does sunshine affect decision-making of top corporate executives? *Asia Research News*.

Wetsch, L. (Feb. 4, 2021). Can advertisers influence your dreams? Experts weigh in on new Super Bowl ad attempting to do just that. *Saltwire.com*. *The Chronicle Herald*, Halifax, N.S.

ACHIEVEMENTS IN RESEARCH

News/interviews cont'd

Wetsch, L. (Feb. 4, 2021). Can advertisers influence your dreams? Experts weigh in on new Super Bowl ad attempting to do just that. *The Telegram*, St. John's, N.L.

Wetsch, L. (Jan. 18, 2021). *Epoch Times*. Here & Now, St. John's, N.L.

Wetsch, L. (Jan. 18, 2021). Interview re. Bernie Saunders inauguration meme. VOCM Radio, St. John's, N.L.

Wetsch, L. (March 30, 2021). Newfoundland mayor in hot water after retweet; how to avoid a similar situation. *Saltwire.com*.

Wetsch, L. (Nov. 25, 2021). Lush pulling out of their social media platforms. CBC Radio, 11 stations, Canada.

Other

Dostaler, I. (Jan. 26, 2021). MUN joins RRB network. *Academica.ca*.

Dostaler, I. (Jan. 26, 2021). 'Natural partnership: Business faculty joins global network focused on responsible research. *Education News Canada*.

Dostaler, I. (Oct. 13, 2021). Business revitalization: Curriculum redesign aims to cultivate business professionals of tomorrow. *Gazette*, Memorial University, St. John's, N.L.

Park, C. (Nov. 26, 2021). Hidden champions: Research aims to support Canadian small- and medium-sized businesses. *Gazette*, Memorial University, St. John's, N.L.

Shannahan, R. (2021). The CPSA launches a partnership with Memorial University of Newfoundland. CPSA.com.

Shannahan, R. (April 30, 2021). Career bridge: Business faculty earns national 'win-win' accreditation. *Gazette*, Memorial University, St. John's, N.L.

AWARDS

Chalise, S., **Arnold, K.A.**, Loughlin, C., McNally, C., Mercer, D. & Scheuer, C.L. (2021). Runner-up: Best Student Conference Paper Award (Gender & Diversity in Organizations Division). Predictors of board gender diversity: A systematic review and meta-analysis. Academy of Management Annual Meeting. [virtual]

Cooper, T. (2021). 2020 Most Innovative Instructor Award. Gardiner Centre, St. John's, N.L.

Ford, D.P. (2021). 2020 Participants' Choice Award. Gardiner Centre, St. John's, N.L.

Hossain, A. (2021). Patten Family Teaching Fellowship. Faculty of Business Administration, Memorial University, St. John's, N.L.

Oldford, E. (2021). Dean's Research Award. Faculty of Business Administration, Memorial University, St. John's, N.L.

Jewer, J. (2021). Dean's Teaching Award. Faculty of Business Administration, Memorial University, St. John's, N.L.

Schouten, J. (2021). President's Award for Public Engagement Partnerships. Memorial University, St. John's, N.L.

Singleton, S., **Arnold, K.A.**, Lokash, J. & Power, N. (2021). Sarah Shorten Award. Canadian Association of University Teachers. Joint award for Joint Gender Equity Salary Adjustment Committee of Memorial University of Newfoundland.

Tang, J. (2021). Advisory Board Research Impact Award. Faculty of Business Administration, Memorial University, St. John's, N.L.

Tulett, D.M. (2021). Patten Family Teaching Fellowship. Faculty of Business Administration, Memorial University, St. John's, N.L.

Wans, N., He, L. & Anantharaman, D. (2021). Best Paper Award. Regulatory scrutiny and reporting of internal control deficiencies: Evidence from the SEC comment letters. Administrative Sciences Association of Canada Conference.

BOOKS & CHAPTERS

Tulett, D. (2021). *Decision Modelling* (revised).

Tulett, D. (2021). *Solutions to Decision Modelling* (revised).

Khrennikova, P. & **Haven, E.** (2021). A QP framework: A contextual representation of agents' preferences in investment choice. In Ngoc Thach, N., Kreinovich, V., Trung, N.D. (eds.) *Data Science for Financial Econometrics. Studies in Computational Intelligence*, Vol. 898. Springer-Nature, Cham.

Schouten, J. (2021). *Evenings when the Sun*. FutureCycle Press.

GRANTS

Chartered Professional Accountants of Newfoundland and Labrador (CPA-NL)

Hossain, A.: Supply chain audit: Do child labour regulations matter?

Jewer, J.: Faculty of Business Administration Special Award.

Oldford, E.: The sustainable finance movement: Are Canadian business schools keeping up?

Mitacs Accelerate

Cooper, T.: Health-care innovation and data analytics: Reinforcing value-based medicine.

Cooper, T.: Data ethics and privacy by design: Unlocking health innovation.

Hossain, A.: Exploring social finance opportunities in Newfoundland and Labrador.

ACHIEVEMENTS IN RESEARCH

GRANTS con't

Mitacs Accelerate

Ke, G.Y.: Managing the transportation of hazardous materials with disruptions and uncertainties.

Park, C.: Hidden champions businesses II: A survey of recent theory and empirical evidence.

Mitacs E-Accelerate

Cooper, T.: An assessment and ranking of sustainable material alternatives to the soon-to-be-banned single-use plastic products.

Stewart, A.: Identifying service quality considerations and market forces in the mobile auto repair business.

Mitacs Business Strategy Internship (BSI)

Byrne, A.: Sales and marketing internship.

Cooke, G.: Designing a sustainable and co-operative business model for visible minority immigrant women.

Cooper, T.: Conveniently green: Market development and expansion.

Cooper, T.: Development of culturally appropriate outreach strategies.

Eghbali-Zarch, M.: Enablers and constraints in the international scaling of technology SMEs.

Evermann, J.: Ocean Allies 6.

Hossain, A.: Terra Nova Foods.

Murphy, L.: Gander and Area Chamber of Commerce.

Murphy, L.: NL Eats: marketing.

Murphy, L.: NL Eats: supply chain management.

Murphy, L.: Mernini's innovation-based digital marketing expansion.

Noseworthy, S.: Hector Aguilar Hernandez.

Noseworthy, S.: Harpreet Kaur.

Noseworthy, S.: The Pottle Centre: marketing and communications.

Noseworthy, S.: Claudia Griffin.

Noseworthy, S.: Robert Pomeroy.

Noseworthy, S.: Bounce Health Innovation: Declan Costello.

Noseworthy, S.: techNL: Caitlin Bugden.

Noseworthy, S.: Duncan Wortman.

Noseworthy, S.: Virtual Consulting Corp.

Park, C.: Milksta Moms Inc.: marketing and business development.

Park, C.: LadderSpike: A Safe Step Up.

Schouten, J.: Environmental, social, and economic impact study.

Schouten, J.: Seven Fathoms Skin Care: brand awareness internship.

Skanes, H.: SmartICE: supply chain/procurement research.

Skanes, H.: G&M Family Farms: marketing and selling cannabis.

Skanes, H.: DIOSA Designs: Developing a digital marketing strategy.

Skanes, H.: Central Expansion Project: SWBB.

Skanes, H.: Deal dash expansion into e-commerce and Amazon platforms.

Skanes, H.: Sharing our Cultures: Developing a business plan.

Stewart, A.: Centre for Social Enterprise (CSE) internship: Mandy Penney.

Tang, J.: Designing, developing and implementation of innovative analytics process to capture insights from multiple marketing platforms.

Project Management Institute Sponsored Research Program

Jewer, J.: Understanding the nature of project management capabilities in social enterprises.

FBA SSHRC Development Fund

Jewer, J.: Exploring the influence of information technology governance on digital innovation (part II).

