THINK ACT CONNECT

TED ROGERS SCHOOL OF MANAGEMENT

2016 RESEARCH REPORT

Ryerson University

AACSB ACCREDITED

TED ROGERS SCHOOL OF MANAGEMENT

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MESSAGE FROM THE DEAN

“Our researchers tackle timely issues that challenge us to think, act, and connect in creative and unconventional ways.”

The research projects undertaken by Ted Rogers School of Management faculty in 2016 demonstrate TRSM’s leadership in socially responsible business research with real-world applicability and impact.

Our researchers tackle timely issues that challenge us to *think, act, and connect* in creative and unconventional ways, informing triple-bottom-line decision making for social housing, diversity in hiring practices, socially responsible outsourcing, immigrant business success, sustainable approaches to remodeling capitalism, and ethical leadership and entrepreneurship in the 21st century.

TRSM research is advancing knowledge, engaging students, and resonating with leaders in industry, government, and not-for-profit sectors. Our scholarly, research and creative culture continues to grow, and we achieved another important milestone in 2016 with the establishment of a new Student Research Pool. In just its first term of operation, over 700 undergraduate students signed up to participate in studies conducted by our faculty and graduate students, showing how rapidly student involvement in TRSM research is accelerating.

Our research centres, institutes, and labs also intensify our socially responsible focus. Through projects that examine the rise in global mining conflicts, the potential for social enterprise to create long-term employment for vulnerable workers, and the political impact of social media – to name just a few examples – they offer new and creative insights with local, national and international relevance.

As the tremendous work highlighted in this report shows, our research continues to extend its reach, amplify its intensity, and demonstrate why TRSM is a leading source and incubator for research that drives innovation and social change.

Steven Murphy
Dean, Ted Rogers School of Management at Ryerson University

Exploring the Roots of Ethnic Discrimination in Hiring

Dr. Rupa Banerjee
Associate Professor
Human Resources Management/Organizational Behaviour
Ted Rogers School of Business Management

Dr. Rupa Banerjee's research focuses on the employment experiences of immigrants and racialized Canadians, including highly skilled immigrants and temporary foreign workers. Her most recent study, "Do Large Employers Treat Racial Minorities More Fairly?" (conducted with colleagues from the University of Toronto), examined the impact of employer size and HR capacity on ethnic discrimination in the hiring process, finding that ethnic discrimination persists for both foreign and Canadian-educated job seekers. The study found that smaller employers are more likely to discriminate than larger ones, due to less sophisticated HR resources that are not equipped to mitigate implicit bias.

From 2012 to 2015, Banerjee was the Principal Investigator of a SSHRC-funded project that investigated the occupational trajectories of live-in caregivers as they transitioned into Canadian Permanent Residency from their position as temporary foreign workers. The resulting study, "Impediments to Belonging: Economic Precariousness During and After the Live-in Caregiver Program," showed that despite having high levels of education, former caregivers were often pigeonholed into a small number of low-skilled occupations even after receiving Permanent Resident status and being free to pursue other career paths in Canada.

Banerjee's work will lead to a better understanding of the specific factors that create employment barriers for immigrants and racialized individuals in Canada and help determine the potential avenues for them to overcome their disadvantage. Her research has significant implications for policymakers, employers, job-seekers, and the immigrant-serving sector, and can help guide businesses toward fairer hiring practices.

Examining the Positive Social Impacts of Outsourcing

As digital technology continues to transform business and society, how can organizations understand and manage its impact? Dr. Ron Babin's research examines digital disruption and helps businesses take a proactive approach to lowering costs, improving competitiveness and enhancing their social impact through external providers. His work helps to guide organizations as they transform their systems, processes and technology infrastructure.

Working with graduate students, Babin has examined how cloud services are disrupting the distribution of IT products in Canada, and in a recent project with Toronto's SickKids Hospital, he examined ways for the hospital to better focus its limited financial resources on patient care by outsourcing the hospital information system. Babin believes that the societal challenge of increasing healthcare costs can be alleviated partially with outsourcing and digital transformation.

Babin also explores how companies can ensure social responsibility when outsourcing globally, and published the *Socially Responsible Outsourcing: Global Sourcing with Social Impact* textbook in 2016 (with colleagues from the University of Manchester and the University of Missouri). But his research on socially responsible outsourcing doesn't just focus on international markets. His most recent study, "Understanding Impact Sourcing in the North American Aboriginal Community," explores how First Nations communities in Canada can provide a service that competes with global outsourcing providers, and thereby grow employment opportunities and economic development in Canada.

Dr. Ron Babin
Associate Professor
Ted Rogers School of Information Technology Management

Taking Small and Medium-Sized Canadian Enterprises Global

Dr. Horatio Morgan
Associate Professor, Global Management Studies
Ted Rogers School of Business Management

Canadian small and medium-sized enterprises (SMEs) have long been encouraged to focus on promising global markets, but Canadian-born owners often lack the foreign language skills and knowledge required to build business relationships abroad. Immigrant owners are thought to have an advantage when expanding globally, but there has been limited evidence to substantiate this assumption. Dr. Horatio Morgan addresses this research gap to create a platform for coherent export promotion policies.

Morgan's body of research explores how immigrant owners shape the innovation activity, export performance and financial success of Canadian SMEs, and what advantages immigrants to Canada possess when expanding business beyond local markets. Specifically, Morgan's research confirms that immigrant owners' human skills and social capital (like foreign language comprehension and market knowledge from trusted international contacts) help Canadian SMEs penetrate global markets.

At the same time, Morgan's research warns that overconfidence can lead immigrant owners to imprudently intensify operations in excessively risky foreign markets. His work offers nuanced insights and evidence to advance knowledge and support policymaking. Morgan's research is well-funded by external grants such as the SSHRC Insight Development Grant, and he collaborates with peers and leading think tanks to present and publish his work at international conferences and in leading journal outlets. His work extends beyond the walls of academia, finding further uptake in industry reports, presentations at government-sponsored roundtables and summits.

Applying a Triple Bottom Line Approach to Social Housing

Dr. Thomas Schneider
Assistant Professor
School of Accounting & Finance

Dr. Kathryn Bewley
Associate Professor
School of Accounting & Finance

When stimulus packages are created in times of economic crisis, how should governments determine which projects receive funding? Currently, "shovel-ready" is often the only criterion required, but Dr. Kathryn Bewley and Dr. Thomas Schneider argue that projects should also be evaluated in terms of whether they are "shovel-*worthy*" – an approach that analyzes the full economic, environmental, and social aspects of a project.

Inspired by the idea that the benefits of investing in energy-efficient retrofits for social housing go beyond economics, Bewley and Schneider's research explores how environmental and social benefits can be defined and factored into decision-making about social housing, a chronically underfunded part of the public sector in most North American jurisdictions. Economic cost–benefit analyses are often conducted before energy-efficiency projects are undertaken, but Bewley and Schneider say after-the-fact audits are still uncommon, especially with regard to environmental and social benefits.

Unexpected funding was available to many cities as part of large stimulus plans after the 2008 financial crisis, and Bewley and Schneider's research applies a triple-bottom-line evaluation to the resulting investment in energy retrofitting in social housing. Their current study expands the investigation to the municipal government level, looking at the department responsible for allocating stimulus funding to s elected social housing provider portfolios and developing new processes and reporting models to implement the relatively large spend that resulted from the stimulus. Focusing on the energy-efficiency retrofit initiative at 19 high-rise apartment buildings run by one of Canada's largest social-housing providers, Bewley and Schneider's analysis is ongoing regarding the results from an efficiency and cost-saving perspective.

Bewley and Schneider's research can provide valuable information to policymakers at all levels of government as they make key funding and program decisions during ongoing economic stimulus, especially as concerns about carbon emission and climate change continue to grow. Their analytical approach will provide methods for evaluating whether a stimulus funding program provides worthwhile investments in public infrastructure.

Ethics and Critical Thinking in the Boardroom

Dr. Chris MacDonald
Associate Professor, Law & Business
Ted Rogers School of Business Management
Director, Ted Rogers Leadership Centre

For corporate boards of directors, timely acquisition of accurate information is essential to proper decision making. But when Dr. Chris MacDonald spoke with Canadian corporate directors, he consistently heard that for many boards, getting good information is an ongoing challenge, despite how important this information is to better corporate governance.

MacDonald's research examines what boards are obligated to do – in particular, what systems need to be put into place – to improve the odds that they will have the right information at the right time. This research is at the intersection of two of MacDonald's areas of expertise: ethics and critical-thinking in business. MacDonald says the potential impact of his research is significant: "Corporate governance has come a long way in the last 30 years, but there's much work to be done. If boards don't have the best information, they can't govern effectively. And if they can't govern effectively, that implies inefficiency and lost opportunities for the corporation, not to mention a higher likelihood of scandal."

In October 2016, MacDonald conducted a webinar, "Top Tips on Information Governance: Critical Processes for Proper Oversight," for the Conference Board of Canada, providing a framework that outlines practical steps for directors to ensure they receive the right information in the right ways, thereby ensuring better corporate governance. MacDonald is conducting this research with Hasko von Kriegstein, Assistant Professor of Law & Business at the Ted Rogers School of Management.

Finding a Path to Peaceful, Sustainable Development

Dr. Deborah de Lange
Assistant Professor, Global Management Studies
Ted Rogers School of Business Management

For Dr. Deborah de Lange, management research must look beyond the traditional realms of business to include good governance, sustainability and the environment. "The world has been a challenging place over my lifetime and my research reflects these concerns," says de Lange. "I learned the horrors of the Second World War vicariously through my family's experiences and stories, and I lived through the Cold War and watched the fall of the Berlin Wall. As wars over oil replaced wars of ideology, the United Nations Sustainable Development Goals have offered us a path to peaceful, sustainable development."

As Vice Chair of the North American Chapter of UN Principles for Responsible Management Education (PRME), de Lange works with academics across the US and Canada to change habits through the promotion of sustainable education, research, and thought leadership. Her work has won recognition, academic prizes and endorsements from well-respected researchers, and she has authored articles in many of the world's leading sustainable development, innovation, and business ethics journals.

De Lange's dissertation book, *Power and Influence: The Embeddedness of Nations*, used social network analysis with a very large international dataset to focus on how international trade, diplomatic, military alliance, and intergovernmental organization networks influence decision-making in the UN General Assembly. *Cliques and Capitalism: A Modern Network Theory of the Firm* won recognition for its sustainable approach to remodeling capitalism. Her 2016 article in the *Journal of Cleaner Production* proposed a new investing paradigm for clean technology based on a combination of finance and social network theories, and was aided by her background in finance and electrical engineering and PhD in strategy.

De Lange further disseminates her research as a mentor for the Ted Rogers MBA and Ryerson's Environmental Applied Science & Management program, teaching and speaking about sustainability and working with student groups to build connections across diverse networks. By connecting graduate students with groups such as the local branches of the United Nations and B Lab (a nonprofit dedicated to promoting corporate social responsibility), de Lange continues to grow and strengthen the sustainability community in Toronto.

RESEARCH CENTRES AND INSTITUTES

Canada-China Institute for Business & Development (CCIBD)

Collaborating with Tsinghua University, hosted the 3rd annual "Innovation & Entrepreneurship: Emerging Opportunities for Chinese Immigrants in Canada" forum.

Centre for Labour Management Relations (CLMR)

Fostering collaborative, innovative, and ethical scholarship and best practices in labour and management through the funding of four multi-disciplinary research projects and hosting of several knowledge mobilization events on the sharing economy, the gig economy, and the evolving nature of retirement.

Centre for the Study of Commercial Activity (CSCA)

Partnering with the International Council of Shopping Centers (ICSC) produced the Canadian Retail Research Conference at TRSM.

Centre for Voluntary Sector Studies (CVSS)

Examining the early experiences of Big Society Capital – an independent UK financial institution set up to increase social investment – to explore the potential for social enterprise to advance Canada's non-profit and charitable sectors and meet pressing social and environmental needs.

Diversity Institute (DI)

Informing Parliamentary review of Bill C-25, an act to amend legislation concerning corporate governance in Canada on the continued underrepresentation of women and other diverse groups in senior leadership positions.

Entrepreneurship Research Institute (ERI)

Spearheading Canadian participation in the *Global Entrepreneurship Monitor* – a prestigious and long-running global study analyzing the level of entrepreneurship occurring in a wide range of countries throughout the world.

Global Diversity Exchange (GDX)

Providing thought leadership and analysis on diversity resulting from global migration, contributing to an international policy agenda in collaboration with governments, communities, and other organizations.

Inclusive Media and Design Centre (IMDC)

Designing, creating, and evaluating inclusive media and technology such as Tecla Shield 3.0 assistive technology, Voicewriter captioning software, and WebMoti, which allows children with Autism Spectrum Conditions to control their social and auditory presence at school.

Institute for Hospitality and Tourism Research

Advancing sustainable tourism in Aboriginal communities and increasing industry inclusion for new Canadians, with projects funded by the Social Sciences and Humanities Research Council (SSHRC) and the Royal Bank of Canada.

Institute for Innovation and Technology Management (IITM)

Training highly qualified ITM researchers at the undergraduate, master's, doctoral, and post-doctoral levels – from TRSM, the University of Leicester, and the University of Cape Town.

Institute for the Study of Corporate Social Responsibility (CSR Institute)

Addressing CSR issues through a speaker series covering legislating CSR, issues in the mining sector, CSR reporting and standards, sustainable procurement, and whistleblowing systems.

National Institute on Ageing (NIA)

Connecting over 200 representatives from the financial and healthcare sectors – academics, students, clinicians, executives, policy makers, and retirees – through first national conference, "Re-Think Ageing."

Social Media Lab

Welcoming seven scholars through its new Visiting Scholar Program, from leading global innovation universities including MIT, Hong Kong Baptist University, Arizona State University, and DePaul University.

Ted Rogers Leadership Centre (TRLC)

Advancing scholarship in business ethics and leadership by publishing in *Business Ethics Quarterly*, a top scholarly journal, and by securing a competitive SSHRC grant for research on implicit theories, power, and gender.

GLOBAL DIVERSITY EXCHANGE

CSCA CENTRE FOR THE STUDY OF COMMERCIAL ACTIVITY

imdc INCLUSIVE MEDIA & DESIGN CENTRE

ERI ENTREPRENEURSHIP RESEARCH INSTITUTE

NIA NATIONAL INSTITUTE ON AGEING

CANADA-CHINA INSTITUTE FOR BUSINESS & DEVELOPMENT 加中商业与发展中心

DIVERSITY INSTITUTE

SocialMediaLab.ca

Institute for Hospitality and Tourism Research

Ted Rogers Leadership Centre

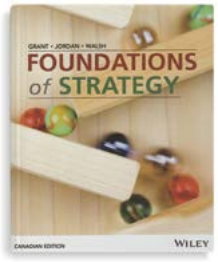
Centre for Labour Management Relations

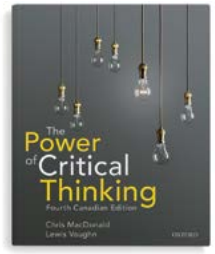
Centre for Voluntary Sector Studies

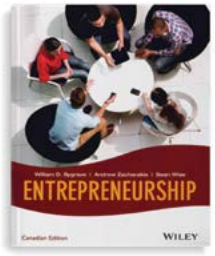
Institute for Innovation & Technology Management

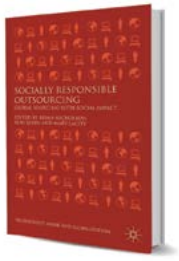
Institute for the Study of Corporate Social Responsibility

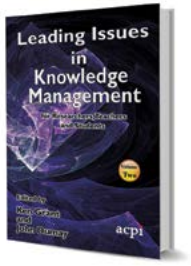
BOOKS

1. 

2. 

3. 

4. 

5. 

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2. Authors: **Chris MacDonald, Director, Ted Rogers Leadership Centre and Associate Professor, Law & Business – Ted Rogers School of Business Management** & Lewis Vaughn. Title: *The Power of Critical Thinking (4th Canadian Ed.).* Publisher: Oxford University Press
3. Authors: William D. Bygrave, Andrew Zacharakis, & **Sean Wise, Associate Professor, Entrepreneurship & Strategy – Ted Rogers School of Business Management**. Title: *Entrepreneurship (Canadian Ed.)*. Publisher: Wiley
4. Editors: Brian Nicholson, **Ron Babin, Associate Professor, Ted Rogers School of Information Technology Management**, & Mary C. Lacity. Title: *Socially Responsible Outsourcing: Global Sourcing with Social Impact.* Publisher: Palgrave Macmillan
5. Editors: **Kenneth Grant, Chair, Entrepreneurship & Strategy – Ted Rogers School of Business Management** & John Dumay. Title: *Leading Issues in Knowledge Management (Vol. 2).* Publisher: Academic Publishing International
6. Author: **Murtaza Haider, Associate Professor, Real Estate Management – Ted Rogers School of Business Management**. Title: *Getting Started with Data Science: Making Sense of Data with Analytics.* Publisher: IBM Press
7. Authors: **Sean Wise, Associate Professor, Entrepreneurship & Strategy – Ted Rogers School of Business Management** & Brad Feld. Title: *Startup Opportunities: Know When to Quit Your Day Job*. Publisher: FG Press

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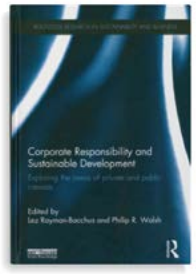
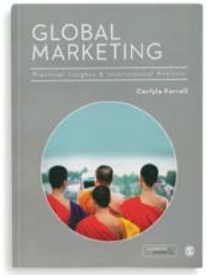
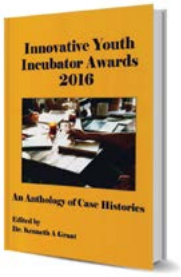
9. 

10. 

11. 

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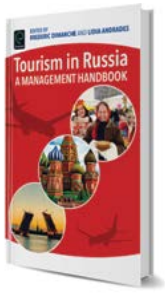
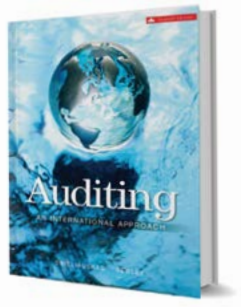
13. 

14. 

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8. Author: **Gabor Forgacs, Associate Professor, Ted Rogers School of Hospitality and Tourism Management**. Title: *Revenue Management: Maximizing Revenue in Hospitality Operations (2nd Ed.).* Publisher: American Hotel & Lodging Educational Institute
9. Editors: Lez Rayman-Bacchus & **Philip R. Walsh, Associate Professor, Entrepreneurship & Strategy – Ted Rogers School of Business Management**. Title: *Corporate Responsibility and Sustainable Development: Exploring the Nexus of Private and Public Interests.* Publisher: Routledge
10. Author: **Carlyle Farrell, Associate Professor, Global Management Studies - Ted Rogers School of Business Management**. Title: *Global Marketing: Practical Insights and International Analysis.* Publisher: Sage Publications
11. Editor: **Kenneth Grant, Chair, Entrepreneurship & Strategy – Ted Rogers School of Business Management**. Title: *Innovative Youth Incubator Awards 2016: An Anthology of Case Histories.* Publisher: Academic Publishing International
12. Author: **Steven A. Gedeon, Director, Ryerson Entrepreneur Institute and Associate Professor, Entrepreneurship & Strategy – Ted Rogers School of Business Management**. Title: *A Practical Guide to Angel Investing: How to Achieve Good Returns.* Publisher: National Angel Capital Organization Academy
13. Authors: **Frederic Dimanche, Director, Ted Rogers School of Hospitality & Tourism Management** & Lidia Andrades. Title: *Tourism in Russia: A Management Handbook.* Publisher: Emerald Group Publishing
14. Authors: Wally Smieliauskas & **Kate Bewley, Associate Professor, Accounting - School of Accounting & Finance**. Title: *Auditing: An International Approach (7th Ed.).* Publisher: McGraw-Hill Ryerson

2016 RESEARCH MENTORS

Research Mentors offer expertise and support for the intensification and increased impact of TRSM's research, by drawing on their backgrounds and expertise to provide leadership, advice, skill development, and networking opportunities to TRSM faculty.

Dr. Seung Hwan (Mark) Lee: Associate Professor, Ted Rogers School of Retail Management

Dr. Lee's emerging stream of research focuses on the application of Virtual Reality (VR) technology in the retail industry and examines how consumers behave/think within the virtual environment. Dr. Lee also explores the potential uses of VR within an educational context, specifically examining the benefits of VR as a content delivery medium.

Dr. Yuanshun Li: Associate Professor, Finance, School of Accounting & Finance

Dr. Li is currently conducting research with two main focuses: an international performance comparison of principal protected notes between Canada and UK; and an analysis and comparison of the residual value risk in large infrastructure projects under traditional procure system versus PPP (Public-Private Partnerships).

Dr. Pria Nippak: Associate Professor, Ted Rogers School of Health Services Management

Dr. Nippak's research primarily focuses on health services program evaluation within acute care, resulting in publications examining: the benefits associated with personal electronic health records; the association between in-patient and emergency department length of stay; the utility of administrative balanced scorecards; outcomes of a STEMI PCI program; and institutional policies surrounding CMV-safe blood.

Dr. Dave Valliere: Associate Professor, Entrepreneurship, Ted Rogers School of Business Management

Entrepreneurs are vital to the growth of the economy, the creation of good jobs, and the development of new products, services and markets. Therefore it is essential to understand the three fundamental questions of entrepreneurship: Why are so few people able to spot new business opportunities? Why do so few attempt to exploit these opportunities? Why do so many of these attempts fail? Dr. Valliere's research investigates these questions from diverse perspectives using a broad range of methodologies.

Dr. Seung Hwan Lee

Dr. Yuanshun Li

Dr. Pria Nippak

Dr. Dave Valliere

ACCOMPLISHMENTS

JOURNAL ARTICLES

Alon-Shenker, P. (2016). Legal Barriers to Age Discrimination in Hiring Complaints. *Dalhousie Law J., 39*(1), 289-325.

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GRANTS

Babin, R. (PI). Mitacs Accelerate & Idea Couture Inc., "Patient Centric Design," $15,000.

Babin, R. (PI). International Data Corporation, "Software as a Service (SaaS) Deployment Model," $7,500.

Bradish, C. (PI). Rogers Communications Inc., "Understanding the Millennial Sports Fan," $17,500.

Cukier, W. (PI). Ontario Ministry of Citizenship, Immigration and International Trade, "Entrepreneurial Entrepreneurship," $150,000.

Cukier, W. (PI). Accenture Inc., "Skills to Succeed," $50,000.

Cukier, W. (PI), Gagnon, S.M. (Co-I), & **Omidvar, R.** (Co-I). Social Sciences and Humanities Research Council – Insight Grant, "Social Innovation in Human Rights, Equity and Diversity: Complex Systems and Discourses of Change," $166,549.

Cukier, W. (PI). Mitacs Accelerate & First Work, "Employer Demand-Driven Training (EDDT) Programs for Youth Employment," $15,000.

Cukier, W. (PI). Eastern Ontario Regional Network, "Mapping the Innovation Ecosystem in Eastern Ontario," $70,000.

Lee, K. (PI), **Cukier, W.** (Co-PI), & Roach, E. (Co-I). Ontario Trillium Foundation & Scadding Court Community Centre, "Local Poverty Reduction Fund Business Out of the Box Evaluation," $121,500.

Cukier, W. (PI). Bertelsmann Stiftung, "Hire Immigrants," $40,000.

Fels, D. (PI) et al. Canadian Institutes of Health Research – SPOR Patient Engagement-Collaboration Grant, "Dealing with Workplace Disability Following Emergence of a Chronic Condition of Unknown Origin: Impact of Sharing Self-Authored Reflective Narrative Videos," $13,500.

Fels, D. (PI). Komodo OpenLab Inc., "Tecla Shield 3.0," $66,667.

Milligan, B. (PI) & **Fels, D.** (Co-PI). Broadcasting Accessibility Fund & Mediac Systems LLC, "Enhanced Real-Time and Post-Production Captioning for VoiceWriter Captioning Software," $115,269.

Griffin, T. (PI). City of Toronto, "The Hosting Behaviour of Ontario Residents," $8,600.

Quigley, K. (PI), Habib, M. (Co-I), Pelot, R. (Co-I), **Gruzd, A.** (Co-I) et al. Social Sciences & Humanities Research Council – Insight Grant & Dalhousie University, "Adapting to Vulnerabilities in the Transportation System's Critical Infrastructure: Drawing Lessons for Risk Governance from the Re-Decking of the Macdonald Suspension Bridge in Halifax," $36,175.

Gruzd, A. (PI). Canada Research Chair – Tier 2, "Social Media Data Stewardship," $500,000.

Gruzd, A. (PI). Mitacs Accelerate & California Innovations/Arctic Zone, "Analysis of Influence Within Online Brand Communities Across Multiple Social Platforms To Develop Content Marketing & Strategy," $30,000.

Guergachi, A. (PI). Mitacs Accelerate & Bombardier Commercial Aircraft Inc., "Improving the Competitiveness of Large Manufacturers through Proper Positioning in the Services Market," $49,720.

Lamb, D. (PI). Canadian Research Data Centre Network – APS Mini Grant Award, "Returns to Education and Access to Employment among Aboriginal Groups in Canada," $6,000.

Birnhack, M. (PI) & **Levin, A.** (Co-PI). Blavatnik Interdisciplinary Cyber Research Center – Tel Aviv University, "Privacy by Design by Legislation," $34,180.

Lin, X. (PI), **Farrell, C.** (Co-I), & **Grant, K.** (Co-I). Asia Pacific Foundation of Canada, "Innovative SME Export Assistance Programs," $10,000.

McNeish, J. (PI). Wellesley Therapeutics Inc., "Determining the Factors of High Volume Customers for a Heath Care Product," $4,049.

Omidvar, R. (PI). Association for Canadian Studies, Stiftung Mercator, KPMG MSLP, & Laidlaw Foundation, "3rd International Cities of Migration Conference," $50,079.

Omidvar, R. (PI). Open Society Institute Budapest Foundation – Open Society Foundations, "Building Inclusive Cities," $150,000.

Omidvar, R. (PI). Citizenship and Immigration Canada, "Refugee Employment and Career Development Services in the GTA," $4,400.

McConomy, B. (PI), **Schneider, T.** (Co-I), & Li, Y. (Co-I). Lazaridis School of Business & Economics – Wilfrid Laurier University, "ARO Project," $9,000.

Walsh, P. (PI) & Nieto, S. (Co-PI). J.W. McConnell Family Foundation – RECODE Grant, "Project Growing North," $10,000.

Walsh, P. (PI). Mitacs Accelerate & IMAGINE MY CITY, "Increasing Energy Conservation Through Tenant Engagement in High Rise Buildings in Toronto," $15,000.

AWARDS

Al Natour, S. Best Reviewer Award - Human Behavior in IS Track, *2016 International Conference on Information Systems*.

Bertolini, D. Postdoctoral Research Fellowship, *University of Toronto*.

Bradish, C. & Bulcke, B. Named to Yahoo! Sports Canada's 'Movers and Shakers: The Unsung Heroes of 2015' list for "Sports Innovation Hub," *Yahoo! Sports Canada*.

Dimanche, F. Listed in Top 0.5% of Researchers by 30-Day Views (April-May 2016), *Academia.edu*.

Farrar, J. Named Associate Research Fellow - Tax Administration Research Centre, *University of Exeter*.

Farrar, J. Named Doctoral Fellow, *CPA Ontario*.

Gandomi, A. & **Haider, M.** Article "Beyond the Hype: Big Data Concepts, Methods, and Analytics" Ranked 1st Among the "Most Downloaded Articles" of the Journal (April 2015 to December 2016), *International Journal of Information Management – Elsevier*.

Gedeon, S. Best Paper Award, *2016 European Entrepreneurship Education Conference*.

Gedeon, S. Named Fellow, *Munich University of Applied Sciences (Germany)*.

Gibbs, C., MacDonald, F., & **MacKay, K.** 2016 Highly Commended Paper Award for "Social Media Usage in Hotel Human Resources: Recruitment, Hiring and Communication" in the International Journal of Contemporary Hospitality Management, *Emerald Literati Network*.

Gruzd, A. Named Canada Research Chair (Tier II) in Social Media Data Stewardship, *Canada Research Chairs*.

Gruzd, A. Named Ontario/Baden-Württemberg Faculty Research Fellow, *Ontario Universities International*.

Guttentag, D. Article "Airbnb: Disruptive Innovation and the Rise of an Informal Tourism Accommodation Sector" Identified as One of the Most Popular Articles Published in 2015, *Taylor & Francis Group Sport, Leisure and Tourism Journals*.

Guttentag, D. Doctoral Thesis Completion Award, *University of Waterloo*.

Lee, S.H. 2016 Best Article of the Year Award for "Learning Beyond Negotiation Tactics: The Sales Marketplace," *Journal of Advancement of Marketing Education*.

Lee, S.H. et al. 2016 Best Paper Award - Tourism & Sport Management Division for "Forgiving Sports Celebrities with Ethical Transgressions: Parasocial Relationships and Regulatory Focus Orientation," *2016 Administrative Sciences Association of Canada Conference*.

Mashatan, A. 2015 Individual Achievers Award, *Canadian Imperial Bank of Commerce*.

McNeish, J. Highly Commended Paper Award for "Consumer Trust and Distrust: Retaining Paper Bills in Online Banking," *Emerald Literati Network*.

Mehrabi, H. Doctoral Fellowship, *Social Sciences and Humanities Research Council*.

McIntyre, M.L., **Murphy, S.A.**, & Sirsly, C.-A.T. Highly Commended Paper Award for "Do Firms Seek Social License to Operate When Stakeholders are Poor? Evidence from Africa," *Emerald Literati Network*.

Ngwenyama, O. Appointed Professorial Research Fellow in the Department of Information Systems and Business Analytics, *Faculty of Business and Law – Deakin University (Australia)*.

Ngwenyama, O. Appointed Visiting Professor, *Institut d'Economie et Management de Nantes –Université de Nantes (France)*.

Ngwenyama, O. Inducted as a Member, *Academy of Science of South Africa*.

Iglesias, O. & **Saleem, F.** Highly Commended Paper Award for "How to Support Consumer-Brand Relationships," *Emerald Literati Network*.

Saleem, F. Outstanding PhD Thesis Award, *University of Ramon Llull (Spain)*.

Spalding, K. Best Cited Authors Award, *European Journal of Cardiovascular Nursing*.

Toffanin, M. & **Zhang, L.** Best Paper Award - Finance Division for "Information Asymmetry, Corporate Governance, and the Market Valuation of R&D," *2016 Administrative Sciences Association of Canada Conference*.

Wise, S. Named Coller Visiting Scholar for Venture, *Tel Aviv University*.

Wise, S. Named Inaugural Fellow for Startup Communities, *Startup Canada*.

Zhang, T. Allen Ponak Best Student Paper Award, *Canadian Industrial Relations Association*.

Zhang, T. Research Fellowship, *Centre for Industrial Relations and Human Resources*.

Deans' Scholarly, Research and Creative (SRC) Activity Award Recipients

2016: **Banerjee, R.** & **Morgan, H.**

2015: **Sui, S.** & **Walsh, P.**

Research at the Ted Rogers School of Management

Associate Dean, Research and Graduate Programs: **Dr. Kelly J. MacKay**

Research Support Specialist: **Niklaus Ashton**

Research Accounts Support Officer: **Jill Rocha**

For more information about cross-departmental and inter-university research opportunities, strategic research partnerships, international research, and industry/university collaboration with TRSM, please contact **trsm.src@ryerson.ca**.

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