

International Doctoral Consortium on Management and Organizational Studies

June 3-5, 2013



International Doctoral Consortium

Sobey School of Business

Saint Mary's University

Halifax, Nova Scotia Canada

Welcome Message

On behalf of the consortium of seven business schools, we welcome you to the third international doctoral consortium -- hosted this year by the Sobeys School of Business at Saint Mary's University, in Halifax Nova Scotia. This year our consortium welcomes 38 students and 22 faculty from 7 schools, 4 countries and 3 continents. There is a full and robust agenda that embraces and engages a wide range of topics within management, human resources and organization studies. We are delighted to welcome Professor Hugh Willmott from the University of Cardiff, UK as our Keynote Speaker presenting his talk, "Research as a Craft? Reflections on the Credentials of Management Knowledge." As you will know, Professor Willmott is a leading international Critical Management Studies scholar.

The agenda has been organized to ensure students have the space and time to discuss their ideas in a variety of fora. In the sessions on dissertation proposals (labeled groups 'I', 'II', 'III' and IV) students will each have 15 minutes to outline their proposal and to take comments and questions from other students. The paper sessions and roundtable discussions (labeled groups A, B, C, and D) will provide students with 10 minutes each for presentation and 5 minutes to respond to questions and comments. The consortium has been organized to facilitate dialogue both within the sessions and also through informal conversations. In addition to workshops presented by faculty there are also life skills workshops following a speed-dating style so that faculty can share their insights and experiences, tips and tricks.

We welcome you all to the Third International Doctoral Consortium and hope that you find the experience stimulating and make some long-lasting friends!!!

The student coordination committee on behalf of the seven business schools



	Jun 3 – Monday	Jun 4 – Tuesday	Jun 5 - Wednesday
9:00a		Workshop: Critical Sensemaking – Albert Mills, Jean Helms Mills [SMU], Amy Thurlow [Mount St. Vincent U], Chris Hartt. [SMU] [SB260]	Workshop: Autoethnography - Päivi Eriksson & Esa Hiltunen [Eastern Finland U] [SB260]
		Workshop: Goffman’s Frame Analysis - Virpi Malin [Jyvaskyla University] [L173]	Workshop: Ethics and HRM – Steve McKenna [YorkU] [L277]
		Workshop: Historiography – Terrance Weatherbee [AcadiaU] [L277]	Workshop: Qualitative Research: Kelly Thomson [YorkU] [L281]
10:15a		<i>Coffee Break</i> [SB260]	<i>Coffee Break</i> [SB260]
10:30a		Dissertation Proposals Student proposals I [L173] <i>Chair: Jean Helms Mills</i> Student proposals II [L277] <i>Chair: Steve McKenna</i> Student proposals III [L281] <i>Chair: Albert Mills</i> Student proposals IV [SB260] <i>Chair: Claudia De Fuentes</i>	Round tables Student roundtables a [L171] <i>Chair: Jean Helms Mills</i> Student roundtables b [L177] <i>Chair: Kelly Thomson</i> Student roundtables c [L277] <i>Chair: Steve McKenna</i> Student roundtables d [SB260] <i>Chair: Albert Mills</i>
11:45a			
12:00	<i>Lunch/registration</i> [SB260]	<i>Lunch</i> [SB260]	<i>Closing</i> [SB260]
1:00p	Keynote Speaker [SB260] Hugh Willmott [Cardiff U] Research as a Craft? Reflections on the Credentials of Management Knowledge	Life Skills workshop (Speed-Dating format) [SB260] 1. International Careers – Steve McKenna [York] & Hugh Willmott [Cardiff University] 2. Career Progression – Margaret Mckee[SMU] & Russell Fralich [SMU] 3. Resilience in Academic Life – James O’Brien [SMU] , Päivi Eriksson [Eastern Finland] 4. Completing your Dissertation – Kelly Thomson [York], Esa Hiltunen [Eastern Finland] 5. Pre-Dissertation - Marke Kivijärvi [Eastern Finland], Maureen Scully [UMASS] 6. Getting Published – Jim Barker [Dalhousie], Claudia De Fuentes [SMU] 7. How to develop a critical life in academia – Albert Mills [SMU], Jean Helms Mills [SMU], Virpi Malin [Jyvaskyla University]	
2:15p			
2:30p	Student Paper Presentations Student papers A [SB260] <i>Chair: Steve McKenna</i> Student papers B[L181] <i>Chair: Albert Mills</i> Student papers C[L277] <i>Chair: Gabie Durepos</i>	Student Paper Presentations Student papers D [L271] <i>Chair: Margaret McKee</i> Student papers E[L281] <i>Chair: Hugh Willmott</i>	
4:00p			
4:15p	Workshop: Current Issues in Quantitative Research – James O’Brien [SMU] [L181] Workshop: Introduction to Discourse Analysis in Business - Marke Kivijärvi [Eastern Finland U] [SB260]	Workshop: HRM as a mode of ordering – Steve McKenna [YorkU] [L277] Workshop: Existentialism and Management – Tony Yue & Scott MacMillan [Mt. St. Vinc U] [L177]	
	Workshop: Actor Network Theory - Gabie Durepos [StFx U] [L277]		
5:30p			
6:00p	Reception [4 th Floor Lounge]	Free Evening	

STUDENT PRESENTATIONS

Name	School	Roundtable Presentation	GROUP	Paper Presentation	GROUP	Dissertation Proposal	GROUP	Group for Life Skills
Nadia Ahmed	QMUL					Is the Ivory Tower wheelchair accessible?	II	1
Eeva Aromaa	East Finland	Gender subtext of management-related innovation research	C	Innovation practice and managerial work in SMEs	D			1
Katrina Barker	QMUL	Abstract Educational Technology. Utopian or compromised reality?	D					1
Caterina Bettin	Sobey					Women in executive positions in the co-operative financial sector: a comparison between Canada and Italy	II	1
Anita Boey	York			Recruitment and Selection: Exploring the Paradigms	E			1
Deborah Brewis	Warwick	Being through Doing, Doing through Becoming: Performing Diversity Professional	C			Doing Diversity: Equality and diversity consultancy and training practices in the UK	II	2
Rafael Burgos-Mirabel	UMASS-Amherst					Inter-institutional logics at loci of academe-industry R&D organization: case studies from a state research university (1950-2010)	IV	2
Jennifer Cherneski	Athabasca			What are the Predictors of Students' Perceptions of the Importance of Ethics and Corporate Social Responsibility?	C	The role of sensemaking in internal stakeholder interpretation of corporate social responsibility in small and medium enterprises	III	2
Kristine Collier	Sobey	Contributions to New Institution Theory by Canadian Scholars	A	i) The Inner Circle: Canadian Management History and Canadian Contributors to New Institution Theory; ii) Bringing Voice to Women's Participation in Politics: A Case Study of Women in Local Government	A + E	The Institutionalization of Ethical Culture: A Case Study of Enabling and Constraining Dynamics	IV	2
Larry Corrigan	Sobey			Dramaturgy in the internet era	D			2

STUDENT PRESENTATIONS (cont.)

Name	School	Roundtable Presentation	GROUP	Paper Presentation	GROUP	Dissertation Proposal	GROUP	Group for Life Skills
Nadia deGama	York	HRM has no face: A Levinasian analysis of Canadian HR professionalization	D	How do the Globally Mobile Elite in the UAE Experience Othering? Broadening our Understanding of 'The Other'	B			3
Rhonda Dever	Sobey	Revisiting 'her' Existentialism: Simone de Beauvoir's Relevance to Leadership Theory	A			Why women still aren't engaging in traditional trades careers	I	3
Shayna Frawley	York			You Good and Faithful Servant? The Presentation of Ethics in Canadian HR Textbooks	C			3
Esa Hiltunen	East Finland			Young employees at retail work: Constructing positive work identity?	E			facilitator
Ken Hudson	Sobey			Bringing Voice to Women's Participation in Politics: A Case Study of Women in Local Government	E	Organizational Culture	III	3
Nina Huotari	East Finland	Critical Sensemaking Windows	B			Making Critical Sense of Change in Sport Sponsoring Relations	III	3
Keltie Jones	Athabasca					Looking into the Divide: An Examination of How Faculty and Administration Make Sense of the Discourse of University Strategic Planning	III	4
Marke Kivijärvi	East Finland			Strategy in a City Organization – How Strategy Discourse Unfolds Over Time?	D			facilitator
Isabella Krysa	Sobey			Postcoloniality in Action: RAND during the Vietnam War	B			4

STUDENT PRESENTATIONS (cont.)

Name	School	Roundtable Presentation	GROUP	Paper Presentation	GROUP	Dissertation Proposal	GROUP	Group for Life Skills
Kothai Kumanan	Sobey					An Analysis of Essential Components of an Effective Primary Health Care System: Building the Business Case for Primary Health Care Reform	IV	4
Michelle Kweder	UMASS	US MBA Education: How does the Hegemonic become the Hegemonic?	D					4
Kien Le	Sobey	Unveil a truth of the U.S. Textbooks	B	i) Postcoloniality in Action: RAND during the Vietnam War; ii) Un-bracketing "Wings of Freedom" through R&R trips Pam Am, carrier or mediator of the war in Vietnam	B			4
Ryan MacNeil	Sobey			Visualizing the ASB Actor-Network: A Management Scholarship Training Camp	A	Fostering a Niche Industry: Knowledge Integration in Nova Scotia's Ocean Technologies.	IV	5
Corinne McNally	Sobey			The Inner Circle: Canadian Management History and Canadian Contributors to New Institution Theory	A	Exploring an alternative leadership model: An Action Research Project	I	5
Danielle Mercer	Sobey			Workplace Wellbeing: Building Positive and Psychologically Healthy Workplaces	E	Priming: an organizational intervention toward fair evaluation of leaders?	I	5
Nicole Morris	Sobey					Exploring the Impact of Employer-Sponsored Individual Sustainability Initiatives: A Case Study	III	5
Kristiina Niemi-Kaija	Jyvaskyla					Researching Organizational Members Experiences of Productivity	IV	5
Michael Opara	Athabasca			Public Private Partnership for Canadian Transportation Infrastructure: A Case Study of the Anthony Henday Highway Drive	C			6

STUDENT PRESENTATIONS (cont.)

Name	School	Roundtable Presentation	GROUP	Paper Presentation	GROUP	Dissertation Proposal	GROUP	Group for Life Skills
Eranjan Padumadasa	QMUL					Monterization of Privacy: Investigation into the Socio-Legal Implication of Surveillance on Smartphones	III	6
Amanda Peticca-Harris	York	HRM has no face: A Levinasian analysis of Canadian HR professionalization	D	What's love got to do with it? The experience of a workplace crush	C			6
Shelley Price	Sobey	A Study of Discretionary Corporate Social Responsibility Through the Lens of The National Centre for First Nations Governance's Five Pillars of Effective Governance	C					6
Elina Riivari	Jyväskylä	A Content Analysis of Ethical Innovativeness	A					6
Stefanie Ruel	Athabasca	A Discovery of Women Climbing the Corporate Ladder in the Space Industry: The Exercise of Micro-Relations of Power via the Cultural Forms of Discourse	C					7
Wes Sallenback	Sobey					Assessing the Impact of Bargaining Unit Representation upon Today's Knowledge Workers and their Organizations	I	7
Zehra Sayed	Jönköping	Postcolonial perspective on International Knowledge Transfer: A Case Study of Thompson Reuters in India	B	Spillovers through foreign direct investment: A Postcolonial reading	B			7
Richard A. Vaillancourt	Athabasca					Credit Union Mergers: Psychological Contracts & Organizational Trust	I	7
Sergio Wanderley	EBAPE/FGV	Geopolitics of knowledge and body-politics in management: the case of Theotonio dos Santos	B	Management, Dependence Studies and Development: a Decolonial (Re)Encountering	A	Management & Development in the Brazilian public-private network and the reception of Management: a historical decolonial perspective	II	7
Emily Yarrow	QMUL					Equality and Diversity issues in the forthcoming UK Research Excellence Framework exercise.	II	7

MONDAY JUNE 3, 2013

[2:30PM-4:00PM]

<p align="center">Student Paper Presentations Group A</p> <p>Kristine Coller Ryan MacNeil Corinne McNally Sergio Wanderley</p>	<p align="center">Student Paper Presentations Group B</p> <p>Nadia deGama Isabella Krysa Kien Le Zehra Sayed</p>	<p align="center">Student Paper Presentations Group C</p> <p>Jennifer Cherneski Shayna Frawley Michael Opara Amanda Peticca Harris</p>
---	---	---

TUESDAY JUNE 4, 2013

[10:30-11:45AM]

<p align="center">Dissertation Proposals I</p> <p>Rhonda Dever Corinne McNally Danielle Mercer Wes Sallenbeck Rich Vaillancourt</p>	<p align="center">Dissertation Proposals II</p> <p>Nadia Ahmed Caterina Bettin Deborah Brewis Emily Yarrow Sergio Wanderley</p>	<p align="center">Dissertation Proposals III</p> <p>Jennifer Cherneski Nina Huotari Keltie Jones Nicole Morris Eranjan Padumadasa Ken Hudson</p>	<p align="center">Dissertation Proposals IV</p> <p>Rafael Burgos-Mirabel Kristine Coller Kothai Kumanan Ryan MacNeil Kristiina Niemi-Kaija</p>
--	--	---	---

TUESDAY JUNE 4, 2013

[1:00-2:15PM]

<p align="center">Group 1</p> <p>Nadia Ahmed Eeva Aromaa Katrina Barker Caterina Bettin Anita Boey</p>	<p align="center">Group 2</p> <p>Deborah Brewis Rafael Burgos-Mirabel Jennifer Cherneski Kristine Coller Larry Corrigan</p>	<p align="center">Group 3</p> <p>Nadia deGama Rhonda Dever Shayna Frawley Ken Hudson Nina Huotari</p>	<p align="center">Group 4</p> <p>Keltie Jones Isabella Krysa Kothai Kumanan Michelle Kweder Kien Le</p>	<p align="center">Group 5</p> <p>Ryan MacNeil Corinne McNally Danielle Mercer Nicole Morris Kristiina Niemi-Kaija</p>	<p align="center">Group 6</p> <p>Michael Opara Eranjan Padumadasa Amanda Peticca-Harris Shelley Price Elina Riivari</p>	<p align="center">Group 7</p> <p>Stefanie Ruel Wes Sallenbeck Zehra Sayed Richard Vaillancourt Sergio Wanderley Emily Yarrow</p>
---	--	--	--	--	--	---

TUESDAY, JUNE 4, 2013

[2:30PM-4:00PM]

<p align="center">Student Paper Presentations Group D</p> <p>Eeva Aromaa Larry Corrigan Marke Kivijärvi</p>	<p align="center">Student Paper Presentations Group E</p> <p>Anita Boey Esa Hiltunen Ken Hudson & Kristine Coller Danielle Mercer</p>
--	--

WEDNESDAY, JUNE 5, 2013

[10:30-11:45AM]

<p align="center">Student Roundtables a</p> <p>Kristine Coller Rhonda Dever Elina Riivari</p>	<p align="center">Student Roundtables b</p> <p>Nina Huotari Kien Le Sergio Wanderley Zehra Sayed</p>	<p align="center">Student Roundtables c</p> <p>Eeva Aromaa Deborah Brewis Shelley Price Stefanie Ruel</p>	<p align="center">Student Roundtables d</p> <p>Katrina Barker Nadia deGama & Amanda Peticca-Harris Michelle Kweder</p>
--	---	--	---







LIFE SKILLS WORKSHOP

	TABLE 1	TABLE 2	TABLE 3	TABLE 4	TABLE 5	TABLE 6	TABLE 7
	<i>International Careers</i>	<i>Career Progression</i>	<i>Resilience in Academic Life</i>	<i>Completing your dissertaion</i>	<i>Pre-dissertation</i>	<i>Getting published</i>	<i>How to develop a critical life in academia</i>
FACULTY	Steve McKenna (York U)	Margaret McKee (SMU)	James O'Brien (SMU)	Esa Hiltunen (Eastern Finland U)	Marke Kivijärvi (Eastern Finland U)	Jim Barker (Dalhousie)	Albert Mills (SMU)
	Hugh Willmott (Cardiff U)	Russell Fralich (SMU)	Päivi Eriksson (Eastern Finland U)	Kelly Thomson (YorkU)	Maureen Scully (UMASS)	Claudia De Fuentes (SMU)	Jean Mills (SMU)
							Virpi Malin (Jyvaskyla)

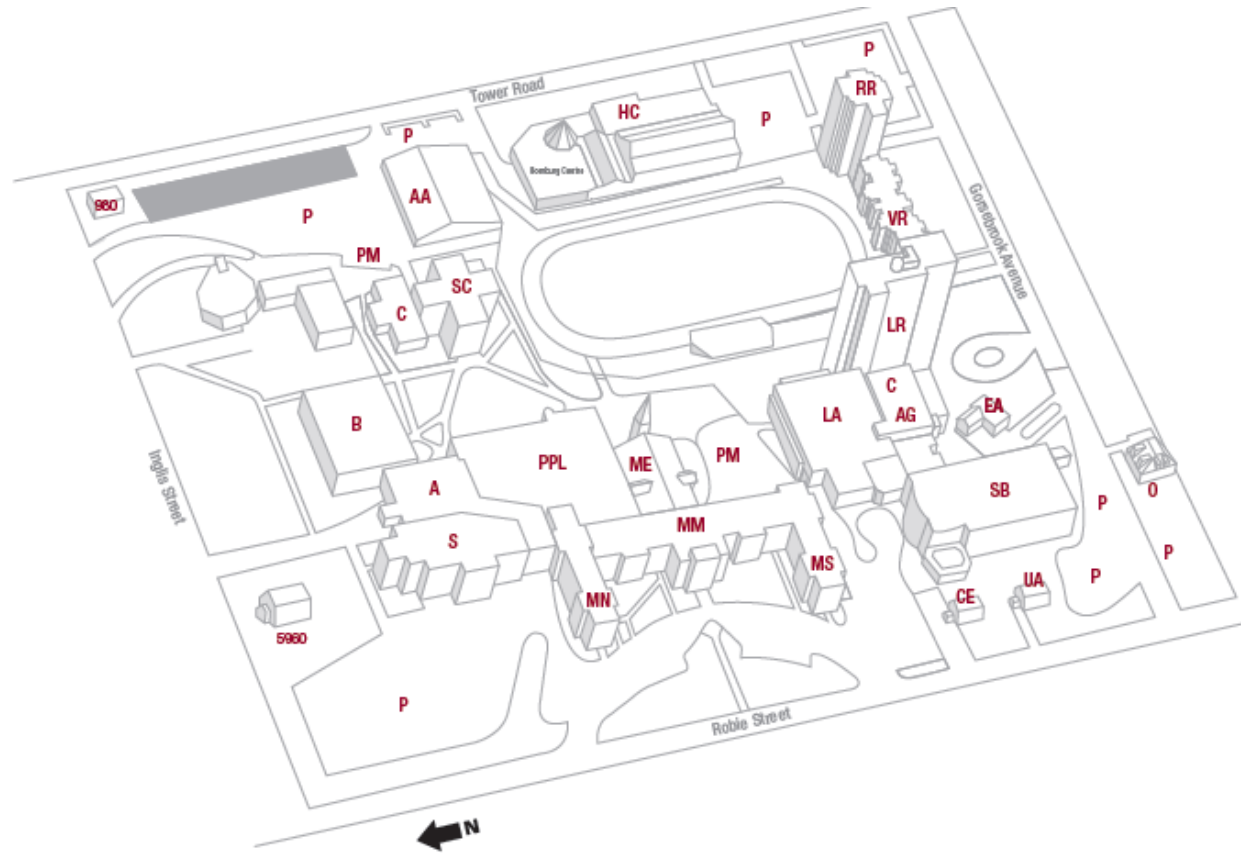
Details on each session:

<i>International Careers</i>	Considering a career beyond North America? Different application requirements? What can a career beyond North America look like? What are the main differences b/w N. America and Europe and how best to navigate these to build an international career
<i>Career Progression</i>	After the PhD, now what? Questions regarding application process, your CV, finding a job, what universities ay look for, what you may want to look for, the tenure process; networking
<i>Resilience in Academic Life</i>	"bouncing back" from set-backs during the PhD process, receiving constructive feedback, managing your professional/personal life
<i>Completing your Dissertation</i>	Data collection issues, writing up your dissertation, working with your committee, staying on track, working towards the defense date
<i>Pre-dissertation</i>	Course work, passing comprehensive exams, selecting a supervisor, selecting a committee, selecting a dissertation topic
<i>Getting Published</i>	Working through a 'R+R', how to select a journal for your work, what to do if your paper gets rejected, the reviewing process, the mechanics of getting published, what has helped or indeed hindered them, and a brief insight into academic publishing culture in North America vs. Europe
<i>How to Develop a Critical Life in Academia</i>	How to become a 'critical' scholar within the academy, how to develop a career within critical management studies

SPONSORING BUSINESS SCHOOLS

<p>Athabasca University DBA</p> 	<p>Queen Mary University</p> 
<p>University of Eastern Finland</p>  <p>UNIVERSITY OF EASTERN FINLAND</p>	<p>UMASS Boston</p> 
<p>Sobey PhD (Management)</p> 	<p>York University PhD Human Resources</p> 
<p>EPABE FGV School of Administration</p>  	

CAMPUS MAP



■ NE Campus Construction

A Atrium	LA Loyola Academic Complex	P Parking	HC Homburg Centre for Health and Wellness
AA Alumni Arena	LR Loyola Residence	PM Parking Meters	UA Development/Alumni
AG Art Gallery	ME McNally East Wing	PPL Patrick Power Library	VR Vanier Residence
B Burke Building	MM McNally Main	RR Rice Residence	980 TESL Centre
C Cafeteria	MN McNally North Wing	S Science Building	5960 Gorsebrook Research Institute for Atlantic Canada Studies
CE Continuing Education	MS McNally South Wing	SB Sobey Building	
EA External Affairs	O The Oaks/International Activities	SC O'Donnell Hennessey Student Centre	

All main buildings are wheelchair accessible and most are connected by tunnels or walkways.