



Two Cities, Curious Minds: Graduate Research at Three Universities- National Capital Region Thesis Competition and Poster Session

Wednesday, September 25, 2019 at 14:30 to 19:30
Telfer School of Management, University of Ottawa



École de gestion
TELFER
School of Management



TWO CITIES, CURIOUS MINDS: GRADUATE RESEARCH AT THREE UNIVERSITIES

NATIONAL CAPITAL REGION THESIS COMPETITION & POSTER SESSION

SEPTEMBER 25, 2019 | TELFER SCHOOL OF MANAGEMENT, UNIVERSITY OF OTTAWA | 55 LAURIER AVENUE EAST

14:00-14:30	REGISTRATION AND POSTER SET-UP
14:30-14:45	WELCOME AND OPENING REMARKS François Julien , DEAN, TELFER SCHOOL OF MANAGEMENT, UNIVERSITY OF OTTAWA <ul style="list-style-type: none"> ❖ OVERVIEW, JURY INTRODUCTIONS, THESIS AND POSTER COMPETITION RULES Dr. Wojtek Michalowski , VICE-DEAN OF RESEARCH, TELFER SCHOOL OF MANAGEMENT, UNIVERSITY OF OTTAWA
14:45-15:45	KEYNOTE <ul style="list-style-type: none"> ❖ INTRODUCTION OF KEYNOTE SPEAKER Dr. Wojtek Michalowski , VICE-DEAN OF RESEARCH, TELFER SCHOOL OF MANAGEMENT, UNIVERSITY OF OTTAWA <ul style="list-style-type: none"> ❖ KEYNOTE PRESENTATION Dr. Ralph Keeney , PROFESSOR EMERITUS AT DUKE'S FUQUA SCHOOL OF BUSINESS AND PROFESSOR EMERITUS OF INDUSTRIAL AND SYSTEMS ENGINEERING AT THE UNIVERSITY OF SOUTHERN CALIFORNIA
15:45-16:30	THESIS PRESENTATIONS <ul style="list-style-type: none"> ❖ 3 SELECTED STUDENTS – 10 MIN EACH ❖ Q & A – 5 MIN EACH
16:30-17:00	POSTER SESSION
17:00-17:45	THESIS PRESENTATIONS <ul style="list-style-type: none"> ❖ 3 SELECTED STUDENTS – 10 MIN EACH ❖ Q & A – 5 MIN EACH
17:45-18:15	POSTER SESSION
18:15-18:35	JURY DELIBERATIONS AND POSTER SESSION
18:35-19:00	ANNOUNCEMENT OF WINNERS Dr. Dana Brown , DEAN, SPROTT SCHOOL OF BUSINESS, CARLETON UNIVERSITY
19:00-19:15	CLOSING REMARKS Dr. Charmain Levy , DOYENNE DE LA RECHERCHE, UNIVERSITÉ DU QUÉBEC EN OUTAOUAIS
	NETWORKING ▪ WINE & CHEESE

KEYNOTE SPEAKER

Dr. Ralph L. Keeney

PROFESSOR EMERITUS AT DUKE'S FUQUA SCHOOL OF BUSINESS AND PROFESSOR EMERITUS OF INDUSTRIAL AND SYSTEMS ENGINEERING AT THE UNIVERSITY OF SOUTHERN CALIFORNIA

Biography



Ralph L. Keeney received his Ph.D. from the Massachusetts Institute of Technology. He is a Research Professor Emeritus of Business Administration, Duke University, and Research Professor Emeritus of Industrial and Systems Engineering, University of Southern California. His areas of expertise are the decision sciences, risk analysis, and systems management. He is an authority on decision analysis, decision making with multiple objectives, and value-focused thinking. During his professional career, Dr. Keeney has consulted on a wide range of decisions including corporate management problems, public policy, environmental problems, and energy decisions.

He has been a consultant for several organizations including Fair Isaac, Seagate Technology, American Express, British Columbia Hydro, Pacific Gas and Electric, BC Gas, Kaiser Permanente, Hewlett-Packard, the Electric Power Research Institute, Greater Vancouver Regional District, Energie Baden-Wuerttemberg AG (Germany), Ministry of Public Works (Mexico), International Institute for Applied Systems Analysis (Austria), U.S. Department of Energy, U.S. Environmental Protection Agency, U.S. Department of Homeland Security, and U.S. Army Corps of Engineers.

Professor Keeney's books, which have been translated into numerous languages, include *Decisions with Multiple Objectives* with Howard Raiffa (1976, 1993), *Value Focused Thinking: A Path to Creative Decisionmaking* (1992), and *Smart Choices: A Practical Guide to Making Better Decisions*, with John S. Hammond and Howard Raiffa (1999). He recently received an honorary doctorate from the University of Waterloo in Canada and is a member of the National Academy of Engineering of the U.S.

Presentation Title and Abstract

How to Substantially Improve Your Decision-Making

The only purposeful way you can influence anything in your life is by your decisions. Everything else just happens beyond your control, due to others' decisions and happenstance. Your decisions empower you to enhance the quality of your life and those of your family and friends and to make contributions at work in businesses, organizations, and government. Thus, your decision-making is important.

Quality decision-making is based on your decision-making skills, and we all can improve our decision-making skills. As with any skill, improvement requires understanding how one should do something well and then practicing the techniques to do it well. This presentation describes procedures to enhance your skills to address six key issues necessary to make quality decisions. These issues are defining the decision that you want to face, understanding what you hope to achieve by making that decision, creating alternatives better than those readily available, proactively identifying decision opportunities that offer significant benefits, constructing alternatives so that an authorized decision-maker (e.g. one's manager) will support the alternative you desire, and developing the strategic objectives to guide your life. Each of the procedures are practical to use and rely only on common sense and focused effort. Applications illustrate the concepts and procedures to address each of these issues.

Andrew Scarffe

Ph.D. Student, Management (Health Systems), Telfer School of Management, University of Ottawa

Biography



Andrew's research interests include risk-based decision analysis and its relation to policy development (specifically policy related to health systems); he is studying under the supervision of Dr. Kevin Brand. Andrew holds Master of Science (MSc) (Health and Rehabilitation Sciences) and a Bachelor of Health Sciences (BHSc) (Honours Specialization in Health Sciences) from Western University (the University of Western Ontario), as well as a Graduate Diploma in Business Administration (GDBA) from Thompson Rivers University. His Master's thesis specifically explored the nature of international agreements and activities of Ontario's Academic Health Science Centres. Prior to joining Telfer, Andrew worked as a Research Associate for the Ivey International Centre for Health Innovation (Ivey Health) at the Ivey

Business School at Western University where he led numerous programs of research related to the creation, implementation, and evaluation of innovative managerial solutions within the Canadian health system. In this role he also led Ivey Health's executive/ continuing education program(s) which seek to provide senior health system stakeholders (and graduate students) with training to advance their managerial capabilities. At Telfer, Andrew is a Teaching Assistant for ADM2303- Statistics for Management. Outside of the classroom Andrew earned the distinction of being an Canadian Inter-University Sport (CIS) Academic All Canadian and competed in both waterpolo and swimming at a varsity level. Having been actively involved in leadership positions in various organizations, Andrew has led multiple change management strategies and group facilitations for over 1,000 volunteers and has overseen funding raising efforts that have grossed >\$170,000 in revenue.

STUDENT PRESENTERS

Vusal Babashov

Ph.D. Student, Management (Health Systems), Telfer School of Management, University of Ottawa

Title of the project/presentation: Setting Wait Time Targets in a Multi-Priority Patient Setting: An Inverse Optimization Approach

Biography



Vusal is a Ph. D candidate in Health Systems Analytics at the Telfer School of Management, supervised by Professors Jonathan Patrick and Antoine Sauré. His research interests focus on developing solutions using advanced analytics methodologies to complex real-world problems in healthcare operations. He has published several papers in peer-reviewed journals and presented his research work at national and international conferences. Vusal has professional work experience both in the public and private healthcare industry specializing in health technology assessments and economic modelling. Prior to the start of the program, he worked for the Health Quality Ontario (HQP), Path Research Institute, and Pivina Consulting Inc. Vusal is a recipient of the 2017-18 Ontario Graduate Scholarship (OGS). Following the doctorate studies, he aspires to be a senior management scientist, the capacity which will enable him to tackle challenges faced in service delivery. Vusal is a member of the Institute for Operational Research and Management Sciences (INFORMS) and the Canadian Operational Research Society (CORS). He is married with one child.

Presentation Abstract

A cost of waiting is the value of time lost while waiting for the treatment. According to 2018 Statistics Canada data, 1,082,541 people are waiting to receive some kind of treatment. A recent study found that the average cost of waiting for these people is \$1924 per person, a monetary value of estimated lost productivity based on the average work week. One problematic factor that contributes to lengthy wait times is the wait time targets - clinically recommended maximum time window that patients can wait. In practice, wait time targets are determined by the consensus of clinicians and health administrators at the provincial level. Although the consensus-based decision partly considers the clinical urgency, the overall rationale for the targets is not explicitly laid out, and thus somewhat arbitrary. A common approach is to lengthen the wait time target of the lowest priority class. Lengthening wait time targets will smooth out the demand and reduce the overtime, but it will increase the patient wait times. Consequently, patients wait longer than needed with no practical benefit to clinics in terms of resource management. Through this research, we have developed an advanced analytics approach to study the definition of wait time targets in a multi-priority patient setting. The goal of this research is to provide a rigorous method for establishing wait time targets based on eliciting cost of wait times from the choice of targets to help the health managers better understand the trade-off he or she is making. Findings of the research have been presented at several academic conferences and will be published in a peer-reviewed journal. The approach presented here has the potential to be a useful tool for health care policymakers to set appropriate wait time targets, which will ultimately reduce the patient wait times.

Peiwen Gao

Ph.D. Student, Doctorat en gestion de projet (Project Management), Université du Québec en Outaouais

Title of the project/presentation: External Risk Analysis of International Investment Projects in the Chinese Perspective

Biography



Peiwen is a professional Researcher, Data Analyst, and Consultant for Project Management in Business Administration and Public Services, with a focus in IT, construction, and energy sectors. She analyses project complexity, designs research methods adapted to solving the problem at hand, conducts risk analyses, writes research reports, and publishes research. Her consulting is also focused on research methodology, integrating Qualitative and Quantitative methods within project management methodologies of all kinds, including agile and traditional.

She is presently writing her doctoral thesis in the Doctorat en gestion de projet (DGP) at Université du Québec en Outaouais. Her research interests are Project Management, Governance, and Risk Management. Her qualifications include the PMP certification, a Master of Science in Project Management (MPM), a BSc in

Computer Science, and 8 years of working experience as Project Manager, with effective communication, and interpersonal skills. She is also an advanced Microsoft Project user, with knowledge of Primavera (P6), solid experience of ERP systems such as SAP and Oracle PeopleSoft, as well as development and implementation experience for quantitative modeling tools Python, AMOS, LISREL, SPSS, and STATA.

Presentation Abstract

With the rapid development of globalization, there are more and more international investment projects. However, the success rate of international projects is meagre. The external project risks (EPR), the context of the project, or the Country Risk (CR) of the host country is the most important causes of projects failures.

Finding and quantifying the sources of the external risks in the project context at the national level of the international investment projects has become a critical threat to outbound direct investment project's success. The validity, effectiveness, and timeliness of EPR assessment are highly required by international investment projects enterprises and decision makers.

Conventional CR assessment dominated by Standard & Poor, Moody's, Fitch, Euromoney, and the International Country Risk Guide. They consider political risk, economic risk, financial risk, and social risk in the perspective of an average international investor with no nationality. In practice, however, investors from different countries (or regions) face often different risks in each host country. Within the Chinese perspective, this paper analyzes the project external risk at the national level. Based on the Cybernetics Theory, Risk Society Theory, Cultural Theory of Risk and Complexity Theory, this paper uses positivist epistemology combining qualitative and quantitative methodologies to propose a new EPR assessment framework and develops a new Hybrid Neural Networks (HNN) model to simulate and forecast EPR rating.

Ali Nazari

Ph.D. Student, Management (Information Systems), Sprott School of Business, Carleton University

Title of the project/presentation: Assessing the cybersecurity risks derived from anomalies in the network data and software architectural problems.

Biography



Ali Nazari is a Ph.D. student at the Sprott School of Business in Information Systems area. In addition to working on data-driven approaches, his research focuses on data analysis in the field of management. Ali holds a BSc degree in computer science and an MSc degree in Technology Information Management as well as a MASc degree in Technology Innovation Management at Carleton University. He is an expert in data and text mining and textual data analysis using various statistical techniques. He has published several articles in this area, one of which was about analyzing a journal article using the topic modeling techniques.

His current research focus is on assessing the risks of cyber data of SMEs using machine learning techniques. Cyber-attacks vary in companies and their nature changes over time. On the other side, companies' concerns about protecting their competing assets differ. The research is to provide a dynamic process for adapting and prioritizing these concerns with anomalies from cyber data that can have a positive impact on firm strength and success.

Presentation Abstract

One of the main challenges of startups and small-medium companies is to keep their ideas, practices, and experiences against cyber threats. Maintaining the competitive advantages in SMEs is vital to increase their chances of success. On the other hand, many companies have a different perception of cybersecurity issues because of their different field of work with cybersecurity. This makes them more concerned about how to protect their assets, even if they have used intrusion detection systems. Fitting these concerns with the risks inferred from the risk analytics process is critical to protect better businesses' asset from cyber threats. In this study, first, we examine various anomalies models generated from network data and applications and review the literature of cybersecurity risk assessment methods. Second, we review methods of understanding companies' cybersecurity concerns and adapting them to the risks produced. Finally, a machine-learning-based process to identify, analyze and evaluate the risks is presented.

Keywords: Cybersecurity data risk assessment, Machine learning techniques, Cybersecurity concerns

Marwa Soliman

Ph.D. Student, Management (Accounting), Telfer School of Management, University of Ottawa

Title of the project/presentation: Corporate Social Responsibility Orientation and Textual Features of Financial Disclosures

Biography



Marwa is a PhD candidate at the Telfer School of Management, in the Accounting specialization. She received a Bachelor of Commerce degree with a major in accounting in 2005 from Mansoura University in Egypt and holds a Master of Science (MSc) in accounting from the University of Memphis in USA. Her master's thesis investigates the effect of internal governance in mitigating earnings management practices. She also worked as a teaching assistant and accounting instructor at different academic institutions including Misr Academy for Engineering and Technology, Mansoura University, and University of Ottawa. Marwa also has extensive teaching experience. She taught various accounting courses including Financial Accounting, Intermediate Accounting, Managerial

Accounting and Principles of Cost Accounting.

Her research interests include corporate governance, textual analysis and disclosure of financial statements. Her work was accepted for presentation at internationally recognized conferences such as the International Accounting Section mid-year meeting at the American Accounting Association (AAA), European Accounting Association Conference, and Canadian Academic Accounting Association (CAAA) annual meeting. Marwa has been a Certified Management Accountant from the Institute of Management Accountants since 2012. She was also the recipient of Egyptian Government Scholarship for Graduate Studies, Graduate assistantship at the University of Memphis, and admission scholarship and Full international admission scholarship at University of Ottawa. Marwa holds the Lilian and Swee Chua Goh Doctoral Scholarship, the first admission scholarship created by donors for PhD candidates at the Telfer School of Management.

Presentation Abstract

Corporate disclosure is considered an important vehicle through which managers convey relevant information to market participants. In addition to earnings and other quantitative information, accounting research has shown increasing interest in narrative disclosure, suggesting that textual attributes of narrative disclosure have significant economic consequences. However, the growing complexity of textual disclosure raises concerns regarding the effectiveness of firm textual communications. Motivated by a debate around two competing theoretical arguments, this study examines the relationship between corporate social responsibility (CSR) and textual attributes of financial disclosures. First, based on the stakeholder theory, the transparent disclosure hypothesis suggests that managers in CSR firms commit to high ethical standards in their operating decisions, including their financial reporting practices. Second, derived from agency theory, the opportunistic disclosure hypothesis predicts an over invest in CSR activity as an entrenchment strategy. Consistent with this motive, managers may use complex written financial disclosures to obfuscate their own misconduct. Using a large sample from 1999 to 2013, we find that firms with high CSR orientation provide more readable disclosures and use less ambiguous tone in their annual reports. These findings are consistent with the notion that managers in CSR-conscious firms adhere to high ethical standards and commit to improving the transparency of their firms' financial disclosures. The results are robust to alternative measures of readability, CSR performance, financial performance, sampling method, and potential endogeneity.

This study makes several contributions to the growing literature on both CSR's economic consequences and the determinants of disclosure complexity and language attributes. It shows that CSR orientation plays a significant role in shaping the language complexity and disclosure tone of financial disclosures. In addition, this study provides deeper insight to the investing community and standards-setters to better understand corporate reporting behavior considering CSR initiative.

Jesse Schnobb

M.Sc. Student, Maîtrise en gestion de projet (Project Management), Université du Québec en Outaouais

Title of the project/presentation: Sciences de la gestion de projet ou gestion de projet de la science?

Biography



Entrepreneur depuis 2012, Jesse Schnobb entretient une passion pour les relations humaines, véritable leitmotiv au cœur de ses engagements. Son intérêt pour l'anthropologie et la philosophie l'a amené sur un parcours éclectique où il a travaillé dans de nombreux secteurs d'activités, avec plusieurs nationalités et sur plusieurs territoires. Il a notamment occupé des postes à tous les niveaux d'entreprises, soit : consultant, administrateur, directeur général, enseignant, assistant de recherche, technologue en génie civil, ouvrier sur une chaîne de production, dans la vente au détail, guide d'aventure, et ce, pour des entreprises de toutes les tailles.

Son implication dans de nombreux événements caritatifs lui a permis d'avoir de grands mentors reconnus qui ont su mobiliser des foules aux quatre coins du Québec. Notamment, Le Grand Défi Pierre Lavoie, Le Double Défi des Deux Mario, Innu-Meshkenu et L'Action Citoyenne à Vélo.

C'est à la suite de ces multiples expériences que Jesse décide de combiner ces études en génie civil, en plein air et en gestion de projet ainsi que ces nombreuses expériences de travail afin d'apporter une solution aux grands enjeux des recherches en gestion de projet. Plus précisément, ces travaux élargissent le concept de communication à celui de traduction afin de pouvoir mieux traduire la philosophie de gestionnaires de projet à succès dans une recherche scientifique. Ses recherches portent sur un procédé d'écriture scientifique plus représentatif de ce que c'est que la gestion de projet.

Presentation Abstract

Face aux limites du domaine de la gestion de projet, de nombreux chercheurs la remettent en question et invitent à trouver des alternatives, notamment : Gerald et al. (2008); Lalonde, Bourgault, et Findeli (2012); Morris (2016). Face à cette situation, l'Enquête sur les modes d'existence de Bruno Latour (2012) offre une alternative. Plus précisément, l'anthropologie philosophique postule qu'il existe plusieurs regroupements d'humains et de non-humains dont les relations sont configurées selon un certain mode, une certaine philosophie.

Pour les sciences de la gestion de projet, c'est la philosophie moderne qui en définit la pratique (Gauthier & Ika, 2012; Latour, 1997; Turner, Huemann, Anbari, & Bredillet, 2010). Cette recherche montre que la principale limite de la philosophie moderne est qu'elle produit des textes qui stabilisent et fragmentent l'expérience de la gestion de projet ce qui les rend incommensurables.

C'est pourquoi notre recherche propose de faire l'essai d'une autre philosophie capable de produire des textes scientifiques dynamiques et représentant l'intégralité de l'expérience de la gestion de projet. Il s'agit d'une philosophie relationnelle issue de la Théorie de l'acteur-réseau de Latour (2007). Ainsi, la recherche produit une controverse entre les sciences de la gestion de projet vers la gestion de projet de la science.

De sorte que la Théorie de l'acteur-réseau permet de comprendre la philosophie de gestion de projet de 2 cas à succès. Les comptes-rendus de ces cas permettent d'intégrer l'ensemble de l'expérience de gestion de projets à succès pour en faire une expérience textuelle.

En bref, en modifiant notre philosophie scientifique, il est possible de modifier notre pratique de gestion de projet scientifique afin d'ainsi repousser les limites de la pratique scientifique moderne. C'est ce qui permet de comprendre l'impact d'une philosophie sur le succès d'un projet.

Vivi Zhang

Ph.D. Student, Management, Sprott School of Business, Carleton University

Title of the project/presentation: Immigrant Inclusion in the Workplace

Biography



Vivi (Hui) Zhang, MBA, is a PhD candidate in Management at the Sprott School of Business, Carleton University. Her research explores newcomers' labor market integration and inclusion in the workplace. She has engaged in research projects that look at the integration experiences of different newcomer groups, including refugees and immigrant women. Recently, she has published a paper in the *International Journal of Intercultural Relations*.

Presentation Abstract

Despite the increasing recognition of embracing diversity and create an inclusive workplace, the goal is far from being accomplished as many organizations are still indulging in reporting how many women, members of visible minority group, and people with disability are hired and retained rather than integrating it into the process of organizing. To create an inclusive workplace, it becomes important that a consistent understanding of what diversity and inclusion entails and translates into organizational everyday practices is shared and resonated by organizational members, from top management to frontline workers.

We see ourselves as knowledgeable agents who not only make sense and describe the reality in rigorous terms, but also act on transferring research findings to help organizations to improve their practices. The study draws on the relational perspective on immigrant integration to better understand immigrant employees' experience of workplace inclusion in the Ottawa region and to draw lessons for local employers regarding how to attract, develop, and retain international talent. Through interviews with organizational members, including immigrant employees and managerial staff, and local support organizations facilitating newcomer workforce integration and building employers' capacity to attract and integrate skilled migrants, we will gather insights on how diversity are valued and celebrated within organizations, how are they perceived by immigrant employees, and what are the important elements for building an inclusive workplace. By comparing similarities and differences of these views, we will be able to identify best practices and strategies to facilitate workplace inclusion and foster mutual understandings of the issue.

The study will generate important implications for organizations looking to better engage a diverse workforce and make social impacts. Meanwhile, this study will theoretically advance the fields of diversity management and immigrant integration by further elaborating on the role of different social actors in the long-term workplace integration of immigrants.

Dr. Dana Brown

Dean, Sprott School of Business, Carleton University



Dr. Dana Brown was appointed Dean of Carleton University's Sprott School of Business for a five year term commencing on July 1, 2019.

Dana joined Carleton University from De Montfort University in Leicester, England, where she was the Dean of the Faculty of Business and Law and Pro Vice Chancellor for Enterprise. Prior to this, she was the Director of the MBA at Oxford University's Said Business School (2013-2016), Professor of Strategic Management and Academic Director of the joint DBA with Sun Yat Sen University at EMLYON Business School in Lyon, France (2010-2013) and University Lecturer in International Business and Management Fellow at Lady Margaret Hall, Oxford University (2005-2010). Dana has also held Visiting Professor roles at Oxford University, Instituto de Empresa Business School and the American University in Cairo. She is an Honorary Professor at the Leicester Castle Business

School at De Montfort University.

In addition to experience working in academic institutions, Dana has also worked in business and with a number of new start-ups, including Amazon.com in its early years. She has helped to establish a number of active learning initiatives for entrepreneurs, and has a particular interest in social entrepreneurship and its impact on local economic development. Dana is a member of the governing body of the Vedica Scholars Program for Women in New Delhi, India and works on educational and social enterprise development for Warm Heart Worldwide in Phrao, Thailand. From 2007-2019, Dana worked as an adviser and member of the selection committee for the Alfa Fellowship Program in Russia. She was a founding board member of the Leicester Business Festival Community Interest Company.

Dana holds a BA in Political Science from Rutgers University, an M.Phil. in Russian and East European Studies from Oxford University, and a PhD in Political Science from Massachusetts Institute of Technology (MIT). She won a Rhodes Scholarship to attend Oxford in 1994. Dana has trained as an Executive Coach with Meyler Campbell in London and has incorporated coaching into her role as a manager and into MBA and executive education curricula.

Dr. François Julien

Dean, Telfer School of Management, University of Ottawa



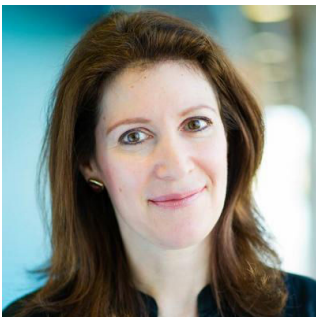
Dr. François Julien has been a professor at the Telfer School of Management for more than twenty-five years. He has over twelve years of experience in academic leadership positions and was the Associate Dean (Programs) and Vice Dean of the Telfer School of Management from 2005 to 2010. Over his tenure, he oversaw the creation of the School's first two research-based programs, the M.Sc. in Management and the M.Sc. in Health Systems, led the curriculum revision of all programs offered by the School, and contributed significantly to the quality of the student experience through initiatives such as the creation of the Personal and Leadership Development Program. François Julien was named Acting Dean of the Telfer School on July 1, 2010. His new mandate as Dean started on July 1, 2016 for five years.

From 2006 to 2010, Dr. Julien was also Acting Program Director for the Master's in Health Administration (MHA) program. He developed strong linkages with the leaders in the health care sector and coordinated the efforts of the team of MHA professors in the curriculum revision of the program. He was Director of the Telfer MBA Program between 1997 and 2005. Professor Julien teaches in the fields of production and operations management, management sciences and business communications. His research interests include production planning and scheduling and operations management in general and he has published in *Management Science*, the *Journal of Production and Operations Management* and *IIE Transactions*.

François Julien received his Honours Bachelor of Commerce from the University of Ottawa (Summa cum laude, University gold medal) in 1986, his Master's of Applied Science (Management Science, 1988) and his Ph.D. (Management Science, Gold medal, 1991), from the University of Waterloo.

Dr. Charmain Levy

Dean of Research, Université du Québec en Outaouais



Dr. Charmain Levy is Dean of Research at Université du Québec en Outaouais since 2016. Before that she spent more than a decade as Professor in the Department of Social Sciences. Specialist in anthropology and political sociology, Professor Levy taught international development. Her research projects focused on social movements and political parties, with a focus on the importance of political society in development, and on faith-based NGOs in a context of syncretism and religious pluralism. She holds a PhD in Anthropology and Sociology of Politics from the University of Paris VIII, a DEA in Anthropology and Sociology of Politics from the University of Paris VIII, a MA in Latin American Studies from the Institute of Advanced Studies in Latin America from U. of Paris III and a Hon. B.A. in Political Science (International Relations and Comparative Politics) from York University in Toronto.

Dr. Wojtek Michalowski



Vice-Dean of Research, Telfer School of Management, University of Ottawa

Dr. Wojtek Michalowski is a Professor of Health Informatics at the Telfer School of Management. He is a founding member of the MET Research Laboratory at the University of Ottawa, and Adjunct Research Professor at the Sprott School of Business, Carleton University. During the 1997/98 academic year, he was the Senior Research Scholar at the International Institute for Applied Systems Analysis in Austria. In 2013, the President of the Republic of Poland granted Dr. Michalowski the state title of Professor in recognition of his outstanding research accomplishments – the highest distinction given to researchers in Poland, comes at the recommendation of the Polish Academy of Sciences.

Dr. Michalowski is member of several editorial boards and for a number of years he was a Chair of the Awards Committee of the *International Society on Multiple Criteria Decision Making*. His research interests include computer-interpretable clinical practice guidelines, decision analysis and medical decision making, clinical decision support systems, and computer modelling of interdisciplinary healthcare teams. He has written over 100 refereed papers and has published articles in many journals.

Dr. Michalowski is currently the Principal Investigator of an NSERC-funded research program. The research aims at making clinical practice guidelines applicable for patients with multiple diseases and developing clinical decision support systems for cross-platform applications (www.mobiledss.uOttawa.ca).

JURY MEMBERS

Dr. Samia Chreim

Full Professor, Telfer School of Management, University of Ottawa



Ian Telfer Professorship in Health Organization Studies

Professor Samia Chreim combines research expertise in the fields of business management and health care management, with specialization in qualitative research approaches. In both fields, her research focuses on the dynamics of change at different levels, on intra-organizational and inter-organizational collaborations, and leadership. She is recipient of three research awards for advancing new ways to understand organizational change. In addition, two articles she published in 2015 - one in Human Relations and one in the British Medical Journal.

Dr. Stéphane Gagnon

Associate Professor, Department of Administrative Sciences, Université du Québec en Outaouais



Dr. Stéphane Gagnon is Associate Professor in Business Technology Management (BTM) at the Université du Québec en Outaouais (UQO), based in Gatineau, National Capital Region.

Before joining UQO in 2006, he taught at New Jersey Institute of Technology (2002-2006), Université du Québec à Montréal (1997-2002), McGill University (2000), and a dozen other universities in 10 countries as part-time professor.

He obtained a Ph.D. in Business Administration, specialized in Technology Management and Strategy, from the Université du Québec à Montréal (1994-2001), a M.A. in Public Administration from Carleton University (1991-1994), and a B.Soc.Sc. in Economics &

International and Comparative Politics from University of Ottawa (1988-1991).

His research deals with cloud computing and big data analytics, applied to the financial services industry and public administration. Among other projects, he leads a research network to develop the first BTM Body of Knowledge (BOK), in partnership with IT Association of Canada (ITAC). This initiative will lead to the first unified guide for the BTM profession, identifying the common core competencies among several related standards, and ensuring practitioners at all levels can easily identify their best career growth opportunities.

Dr. Danial Khorasanian

Postdoctoral Fellow, Telfer School of Management, University of Ottawa



Danial Khorasanian is a postdoctoral fellow in Telfer school of management under supervision of Professor Jonathan Patrick (since Oct 2018). He is also a lecturer there and has taught "applications of statistical methods in business". His current research is about optimizing a stochastic home care routing and scheduling problem. He has graduated from all three degrees of B.Sc. (2009), M.Sc. (2012), and Ph.D. (2018) with several honors in industrial engineering department at Isfahan University of Technology, Iran. Furthermore, he has been a visiting Ph.D. for six months at KU Leuven, Belgium. He has published six papers so far including three papers in

"computers and operations research" and one in "computers and industrial engineering", and has been a reviewer for these and some other journals. Moreover, he has been the instructor of some other courses such as "queuing theory", "probability theory", "production planning", and "plant layout and material handling".

Dr. Sana Mohsni

Associate Professor, Finance, Sprott School of Business at Carleton University, Ottawa, Ontario, Canada.



Dr. Sana Mohsni is an Associate Professor of Finance at Sprott School of Business. She holds a Ph.D from Concordia University and an M.Sc. from H.E.C. Montreal. Prior to joining Carleton, she held a visiting position at Concordia University. She taught corporate finance courses at the undergraduate, MBA, and PhD levels. Her research interests are in Empirical Finance, and focus on firms' risk-taking behavior. She published in reputable finance journals such as the Journal of Corporate Finance and the Journal of International Financial Markets, Institutions and Money.