



TELFER SCHOOL OF MANAGEMENT UNIVERSITY OF OTTAWA

RESEARCH ANNUAL REPORT 2016–2017

RELEVANT AND IMPACTFUL RESEARCH AT
THE TELFER SCHOOL OF MANAGEMENT



TRIPLE CROWN ACCREDITATION

MESSAGE FROM THE **VICE-DEAN** (RESEARCH)

A STRATEGIC FOCUS ON INNOVATIVE RESEARCH



Vice-Dean (Research) **WOJTEK MICHALOWSKI** has a long-term goal for the Telfer School to become a research powerhouse and a thought leader in the National Capital Region. This is why his focus is on innovative and impactful research.

Through hiring and investments, we are creating world-class research groups that push the frontiers of innovative research. These groups are helping the Telfer School to become a thought leader both locally and nationally. We strive to shape the discussions about how business

evolves by leveraging the strong connections we have with the Ottawa public and private ecosystem that includes the high-tech industry, the healthcare sector, and the federal government. Moving forward, we will rely on enthusiastic faculty members who are conducting innovative research and who are leaders in their respective fields.

There are numerous examples of innovative research being conducted by Telfer School researchers. Colleagues in business analytics are building innovative models to help

with the operations of Canada Post, the Ottawa Police, and hospitals and long-term care facilities, to name but a few. Colleagues in the health systems field are providing new insights into the evolution of healthcare organizations, the challenges faced by the healthcare workforce, and ways to improve the care provided to complex patients, including support that can be provided in patients' homes. Colleagues in the organizational behaviour field are developing new lenses for analyzing mental health issues in the workplace. And finally, a number of Telfer School researchers are developing new perspectives for explaining the myriad implications of corporate social responsibility.

Our research is driven by a desire to be relevant to the Canadian society and by curiosity about what new solutions our society will require 10 to 15 years from now.

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WE ADDRESS ISSUES OF IMPORTANCE

AT THE TELFER SCHOOL OF MANAGEMENT, WE THINK IT IS ESSENTIAL TO ADDRESS IMPORTANT ISSUES



A multidisciplinary study led by the Telfer School will explore the causes, manifestations and consequences of employees' disclosure of their mental health problems at work. The findings should better inform executives and human resource professionals on the development of policies for work climates that encourage, rather than discourage, employees from seeking support for the mental health conditions with which they are struggling.

According to lead researcher Professor **LAURENT LAPIERRE** of the Telfer School, it was vital for this study to focus on disclosure as there is still an invisible stigma around mental illness, even though mental health issues such as depression, burnout, and post-traumatic stress disorder (PTSD) have a higher public profile today than they once did. "The decision to disclose a mental health condition at work is a difficult choice for almost anyone—a teacher battling

PTSD, a bank manager facing panic attacks, a nurse recently diagnosed with clinical depression."

"On the one hand, it's often a necessary step to receive the needed support and accommodations that enable them to stay on as contributing members of the organization," Professor **JANE O'REILLY** of the Telfer School explains. "But at the same time, disclosure can also lead to social mistreatment and career setbacks."

For this reason, it is important to equip executives and human resource professionals with a better understanding of the workplace factors that explain why individuals are more or less comfortable with disclosure, said Sharon Lewis, Director of Programs & Services for Causeway Work Centre, one of the project's partners. "We need to be able to identify how workplaces can ensure that disclosure yields

positive outcomes for the individuals concerned, as well as for those with whom they work."

This study will be the first to use a multitude of rigorous research methods to examine how different workplace factors relate to employees' willingness to disclose their mental illness at work. It will look at organizational characteristics (e.g. explicit policies on mental health), work unit factors (e.g., interdependence among coworkers, degree of mental illness stigmatization within the unit, work climate/culture within the unit), and individual factors (e.g., perceived severity of one's mental health issue, anticipated consequences of disclosure versus concealment).

Professor **LAPIERRE** noted: "With such a high proportion of employed Canadians experiencing mental illness, there are huge costs incurred by both employers and society as a whole. Given that reality, we found it rather surprising that there is little research work specifically addressing the constellation of factors that may impact disclosure. Ours will be the first study to explore and define the various ways in which employees divulge their mental illness at work in Canada."

NEW RESEARCH CHAIRS



1. Peter Jaskiewicz was awarded a University Research Chair in Enduring Entrepreneurship. His research program is about the entrepreneurial competitiveness of family firms, and he explores the reasons why most family firms lose their entrepreneurial drive within 25 years, which threatens their continued viability in a rapidly-changing global marketplace. The overarching goal of his research is therefore to identify the mechanisms that foster or prevent repeated acts of entrepreneurship among family members. Professor Jaskiewicz's research also has practical implications as it helps increase the likelihood that family firms will survive and thrive in a competitive marketplace over time.

2. François Chiocchio was awarded the Montfort Research Chair in the Organization of Health Services. His research investigates how healthcare collaboration can be improved in ways that optimize health services. Professor Chiocchio is particularly interested in what helps people collaborate: their personality traits, their motivation, and situational factors. His research also examines the processes that encourage teams to become interdependent and interdisciplinary, and looks into how teams manage change.

RESEARCH GRANTS AWARDED



SOCIAL SCIENCES AND HUMANITIES RESEARCH COUNCIL

Can Banks Anticipate Corporate Misconduct? (2017–2019)

1. Lamia Chourou

The Consequences of Firm Growth (2017–2020)

2. Mark Freel

IT Innovation and Elderly: Technology Acceptance and Use in the Community (2017–2021)

3. Mirou Jaana

Global Landscape—Big Data Analytics: Accelerating Innovation and Value Creation (2017–2018)

4. Ajax Persaud (PI),

5. Sandra Schillo (Co-I)

Assessing the Readiness of Canadian Small- and Medium- Sized Enterprises to Leverage Big Data Analytics (2017–2020)

4. Ajax Persaud (PI),

5. Sandra Schillo (Co-I)

NATURAL SCIENCES AND ENGINEERING RESEARCH COUNCIL

Outlier Detection in High- Dimensional Big Data using Bio-Inspired Methods for Emerging Applications in Engineering, Healthcare, and Business (2017–2022)

6. Bijan Raahemi

MITACS

Making it Work! How to Effectively Manage Employees on the Move (2016)

7. Ivy Lynn Bourgeault

RESEARCH GRANTS AWARDED (CONT.)



UNIVERSITY OF OTTAWA

Support for: **The 24th International Conference on Multiple Criteria Decision Making (2017)**

8. Sarah Ben Amor

Forgiveness Norms in Workgroups (2017–2018)

9. Jane O'Reilly

Support for: **The 2017 Telfer Conference on Accounting and Finance (2017)**

10. Samir Saadi

Improving Access to Quality Cancer Care through Optimized Oncologist Practice Patterns and Patient Appointment Scheduling (2017–2018)

11. Antoine Sauré

TELFER SCHOOL OF MANAGEMENT STRATEGIC RESEARCH FUNDING

The Antecedents, Manifestations, and Consequences of Mental Illness Disclosure at Work (2016–2018)

12. Laurent Lapierre (PI),

13. Silvia Bonaccio,

14. Ivy Lynn Bourgeault,

15. Magda Donia, and

9. Jane O'Reilly

TELFER RESEARCH EXCELLENCE AWARDS



Up-and-coming researcher

1. Jane O'Reilly

While still in the early years of her academic career, Professor O'Reilly has made notable contributions to the study of informal workplace interactions and relationships. She has held a grant from the Social Sciences and Humanities Research Council (SSHRC) and her work has appeared in top management journals such as the *Academy of Management Review*, the *Journal of Management* and the *Journal of Applied Psychology*. She studies workplace social exclusion, mistreatment and social sexual behaviours in organizations. With support from SSHRC, she examined third parties' responses to sexual harassment in the workplace and the impact on employees' well-being of being left out of the social circle at work. Her research on mistreatment is focused on how bystanders can help (and sometimes further harm) the targets of workplace bullying and harassment. Professor O'Reilly is also a member of a new partnership research team that is examining disclosure of mental health issues in the workplace.

Innovative researcher

2. Lavagnon Ika

Professor Ika's research focuses on capacity building in the context of project management in developing countries. The success or failure of development projects has a lot to do with capacity building, but most researchers have paid little attention to this aspect. Professor Ika's most recent research, focused on current and former project managers in Ghana, Indonesia, Sri Lanka and Vietnam, discovered that capacity-building projects thrive when four factors are present: high levels of multi-stakeholder commitment, collaboration, alignment, and adaptation. By identifying practical implications, Professor Ika's research contributes to the likelihood of success of complex development projects. The research has not surprisingly been of interest to the project management practitioner community and governmental organizations.

Established researcher

3. Craig Kuziemytsky

Professor Kuziemytsky's research focuses on innovation and process transformation in healthcare. Specifically, he looks at system transformation initiatives such as collaborative care delivery, integrated disease management, and patient-centered care. Central to this research is the move from individual to collaborative workflow in order to support patient-centered collaborative teamwork. In his research, Professor Kuziemytsky works with clinicians from local teaching hospitals and an international network of health informatics researchers. In 2016, he was awarded the University Research Chair in Healthcare Innovation.

RESEARCH IN NUMBERS

PEER-REVIEWED JOURNAL PUBLICATIONS AND CITATIONS OF ARTICLES PUBLISHED IN PEER-REVIEWED JOURNALS

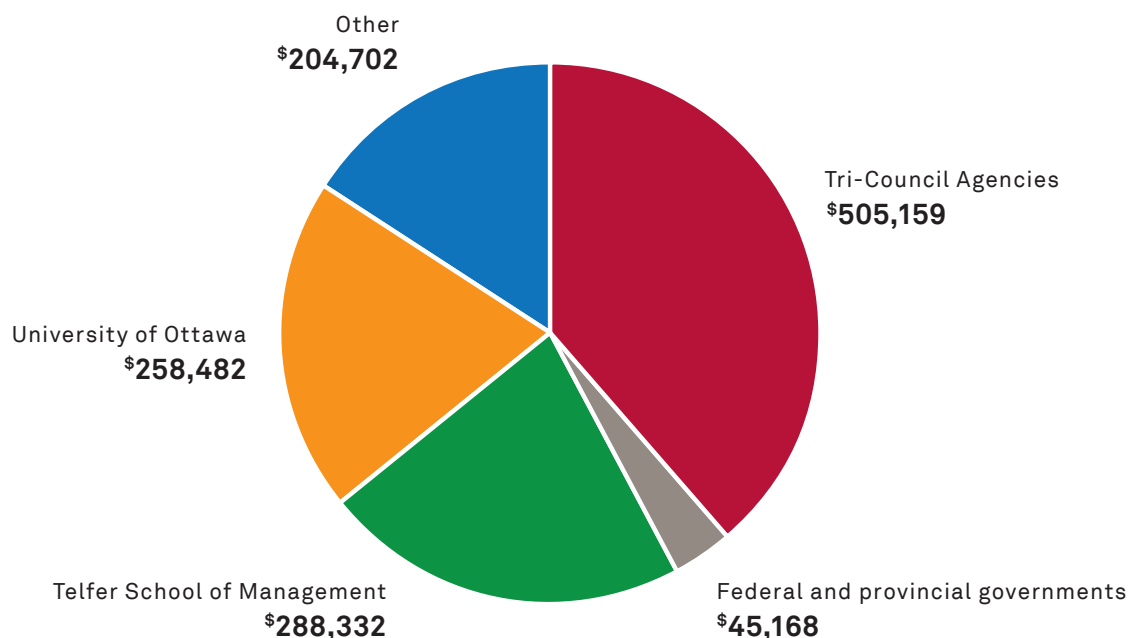
	2014	2015	2016
Total number of publications	101	122	130
Total number of citations	2,498	2,727	3,185

NEW RESEARCH FUNDING AWARDED IN 2016–2017*

**\$1.3
MILLION**

FUNDING AGENCY	AMOUNT
Tri-Council Agencies	\$505,159
Federal and provincial governments	\$45,168
Telfer School of Management	\$288,332
University of Ottawa	\$258,482
Other	\$204,702
Total	\$1,301,843

*Data from July 1, 2016, to June 30, 2017



SELECTED PUBLICATIONS IN TOP PEER-REVIEWED JOURNALS

- Chung, A., Andreev, P., Benyoucef, M., Duane, A., O'Reilly, P. (2017). Managing an Organisation's Social Media Presence: An Empirical Stages of Growth Model. *International Journal of Information Management*, 37 (1) Part A: 1405–1417.
- Ben Amar, W., Chang, M., McIlkenny, P. (2017). Board Gender Diversity and Corporate Response to Sustainability Initiatives: Evidence from the Carbon Disclosure Project. *Journal of Business Ethics*, 142 (2): 369–383.
- Ben Amor, S., Zaras, K., Aguayo Garcia, E. (2017). The Value of Additional Information in Multicriteria Decision Making Choice Problems with Information Imperfections. *Annals of Operations Research*, 253 (1): 61–76.
- Najafizada, M., Labonté, R., Bourgeault, I.L. (2017). Stakeholder's Perspective: Sustainability of a Community Health Worker Program in Afghanistan. *Evaluation and Program Planning*, 60: 123–129.
- Spitzer, D., Palaganas, E.C., Kabamalan, M.M., Sanchez, M., Runnels, V., Packer, C., MacKenzie, A., Labonté, R., Tomblin-Murphy, G., Bourgeault, I.L. (2017). Source Country Perspectives on the Migration of Highly Trained Health Personnel: Causes, Consequences and Responses in the Philippines. *Human Resources for Health*, 15 (25).
- Ni, N., Chen, Q., Ding, S., Wu, Z. (2017). Professionalization and Cost Efficiency of Fundraising in Charitable Organizations: The Case of Charitable Foundations in China. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 28 (2): 773–797.
- Torres, S., Richard, L., Guichard, A., Chiocchio, F., Litvak, E., Beaudet, N. (2017). Professional Development Programs in Health Promotion: Tools and Processes that Favour New Practices. *Health Promotion International*, 32 (3): 587–598.
- Asad, S., Chreim, S. (2016). Peer Support Providers' Role Experiences on Interprofessional Mental Health Care Teams: A Qualitative Study. *Community Mental Health Journal*, 52 (7): 767–774.
- Chreim, S., MacNaughton, K. (2016). Distributed Leadership in Health Care Teams: Constellation Role Distribution and Leadership Practices. *Health Care Management Review*, 41 (3): 200–212.
- Huq, J.L., Reay, T., Chreim, S. (2017). Protecting the Paradox of Interprofessional Collaboration. *Organization Studies*, 38: 513–538.
- Ding, S., Jia, C., Wu, Z. (2016). Mutual Fund Activism and Market Regulation during the Pre-IFRS Period: The Case of Earnings Informativeness in China from an Ethical Perspective. *Journal of Business Ethics*, 138 (4): 765–785.
- Donia, M.B.L., Tetrault Sirsly, C.A., Ronen, S. (2017). Employee Attributions of Corporate Social Responsibility: Validation of a Symbolic/Substantive Measure. *Applied Psychology: An International Review*, 66 (1): 103–142.
- Brouard, F., Bujaki, M.L., Durocher, S., Neilson, L. (2017). Professional Accountants' Identity Formation: An Integrative Framework. *Journal of Business Ethics*, 142 (2): 225–238.
- Grudniewicz, A., Bhattacharyya, O., McKibbin, K.A., Straus, S.E. (2016). User-Centered Design and Printed Educational Materials: A Focus Group Study of Primary Care Physician Preferences. *Journal of Continuing Education in the Health Professions*, 36 (4): 249–255.

SELECTED PUBLICATIONS IN TOP PEER-REVIEWED JOURNALS (CONT.)

Evans, J.M., **Grudniewicz, A.**, Baker, G.R., Wodchis, W.P. (2016). Organizational Capabilities for Integrating Care: A Review of Measurement Tools. *Evaluation & the Health Professions*, 39 (4): 391–420.

Evans, J.M., **Grudniewicz, A.**, Baker, G.R., Wodchis, W.P. (2016). Organizational Context and Capabilities for Integrating Care: A Framework for Improvement. *International Journal of Integrated Care*, 16 (3): 15.

Evans, J.M., **Grudniewicz, A.**, Steele Gray, C., Wodchis, W.P., Carswell, P., Baker, G.R. (2017). Organizational Context Matters: A Research Toolkit for Conducting Standardized Case Studies of Integrated Care Initiatives. *International Journal of Integrated Care*, 17 (2): 9.

Himick, D. (2016). Actuarialism as Biopolitical and Disciplinary Technique. *Accounting, Organizations and Society*, 54 (2016): 22–44.

Cooper, C., Graham, C., **Himick, D.** (2016). Social Impact Bonds: The Securitization of the Homeless. *Accounting, Organizations and Society*, 55 (2016): 63–82.

Himick, D., Audousset-Coulier, S. (2016). Responsible Investing of Pension Assets: Links between Framing and Practices for Evaluation. *Journal of Business Ethics*, 136 (3): 539–556.

Ika, L.A., Donnelly, J. (2017). Success Conditions for International Development Capacity Building Project. *International Journal of Project Management*, 35 (1): 44–63.

Kitsiou, S., Paré, G., **Jaana, M.**, Gerber, B. (2017). Effectiveness of mHealth Interventions for Patients with Diabetes: An Overview of Systematic Reviews. *PLOS ONE*, 17 (3): e63.

Jaskiewicz, P., Combs, J., Shanine, K., Kacmar, M. (2017). Introducing the Family: A Review of Family Science with Implications for Strategy. *The Academy of Management Annals*, 11 (1): 309–341.

Jaskiewicz, P., Godwin, M., Lutz, E. (2016). For Money or Love? Financial and Socioemotional Considerations in Family Firm Succession. *Entrepreneurship Theory and Practice*, 40 (5): 1179–1190.

Jaskiewicz, P., Heinrichs, K., Rau, S.B., Reay, T. (2016). To be or not to be? How Families Respond to Tensions from Family and Firm Logics in Succession. *Entrepreneurship Theory and Practice*, 40 (4): 781–813.

Jaskiewicz, P., Block, J., Miller, D., Combs, J. (2017). The Effects of Founder and Family Ownership on Hired CEOs' Incentives and Firm Performance. *Entrepreneurship Theory and Practice*, 41 (1): 73–103.

Jaskiewicz, P., Miller, D., Block, J., Combs, J. (2017). Founder Versus Family Owners' Impact on Pay Dispersion Among Non-CEO Top Managers: Implications for Firm Performance. *Journal of Management*, 43 (5): 1524–1552.

Ghazzawi, A., **Kuziemy, C.**, O'Sullivan, T. (2016). Using a Complex Adaptive System Lens to Understand Family Caregiving Experiences Navigating the Stroke Rehabilitation System. *BMC Health Services Research*, 16 (538).

SELECTED PUBLICATIONS IN TOP PEER-REVIEWED JOURNALS (CONT.)

Jang, S., Kim, E.S., Cao, C., Allen, T.D., Cooper, C.L., **Lapierre, L.M.**, O'Driscoll, M.P., Sanchez, J.I., Spector, P.E., Poelmans, S.A.Y., Abarca, N., Alexandrova, N., Antoniou, A.-S., Beham, B., Brough, P., Çarikçi, I., Ferreiro, P., Fraile, G., Geurts, S., Kinnunen, U., Lu, C., Lu, L., Moreno-Velázquez, I.F., Pagon, M., Pitariu, H., Salamatov, V., Siu, O.L., Shima, S., Schulmeyer, M.K., Tilleman, K., Widerszal-Bazyl, M., Woo, J.M. (2017). Measurement Invariance of Life Satisfaction Across 26 Countries. *Journal of Cross-Cultural Psychology*, 48: 560–576.

Lessard, L., Michalowski, W., Fung-Kee-Fung, M., Jones, L., **Grudniewicz, A.** (2017). Architectural Frameworks: Defining the Structures for Implementing Learning Health Systems. *Implementation Science*, 78 (12): 1AB.

Mazutis, D., Eckardt, A. (2017). Sleepwalking Into Catastrophe: Cognitive Biases and Corporate Climate Change Inertia. *California Management Review*, 59 (3): 74–108.

Wilk, D., Michalowski, M., **Michalowski, W.**, Rosu, D., Carrier, M., Kezadri-Hamiaz, M. (2017). Comprehensive Mitigation Framework for Concurrent Application of Multiple Clinical Practice Guidelines. *Journal of Biomedical Informatics*, 66: 52–71.

Guillemette, M., **Mignerat, M.**, Paré, G. (2017). The Role of Institutional Work in the Transformation of the IT Function: A Longitudinal Case Study in the Healthcare Sector. *Information and Management*, 54 (3): 349–363.

O'Reilly, J., Aquino, K., Skarlicki, D. (2016). The Lives of Others: Third Parties' Responses to Others' Injustice. *Journal of Applied Psychology*, 101 (2): 171–189.

Bidhandi, H., Noghani, P., **Patrick, J.** (2017). Accelerated Sample Average Approximation Method for Two-Stage Stochastic Programming. *Applied Mathematical Modelling*, 41 (41): 582–595.

Belhachemi, R., Rostan, P., **Racicot, F.E.** (2017). Yield Curve Forecasting with the Burg Model. *Journal of Forecasting*, 36 (1): 91–99.

Pries, F., Talebi, A., **Schillo, R.S.**, Lemay, M.A. (2016). Risks Affecting the Biofuels Industry: A US and Canadian Company Perspective. *Energy Policy*, 97: 93–101.

Schillo, R.S., Isabelle, D. (2017). Linking Advanced Biofuel Policies with Stakeholder Interests—A Framework and Methodology Building on Quality Function Deployment. *Energy Policy*, 100: 126–137.

Bredillet, C.N., **Tywniak, S.A.** (2016). Genesis of the Special Issue. *International Journal of Project Management*, 34 (7): 1322–1327.

RESEARCH-BASED GRADUATE PROGRAMS

DOCTORAL STUDIES IN MANAGEMENT

The Telfer PhD provides an opportunity to undertake research in one of the following disciplines: Accounting and Control, Entrepreneurship, Finance, Health Systems, Organizational Behaviour and Human Resources Management.

telfer.uOttawa.ca/phd/en/

MASTER OF SCIENCE IN MANAGEMENT

In this thesis program, students explore the multifaceted challenges of management in the private and public sectors.

telfer.uOttawa.ca/mscmgt/en/

MASTER OF SCIENCE IN HEALTH SYSTEMS

Students in this program earn a research-oriented degree while gaining exposure to applied research through an internship in a health organization.

telfer.uOttawa.ca/mschs/en/

MASTER OF SCIENCE AND DOCTORAL PROGRAMS IN ELECTRONIC BUSINESS TECHNOLOGIES

These joint programs with the Faculty of Engineering enable students to explore the application of e-business paradigms and information technologies to developing new ways of conducting and organizing business.

engineering.uOttawa.ca/e-business-technologies
catalogue.uOttawa.ca/en/graduate/doctorate-philosophy-electronic-business/

STUDENTS' CORNER



WINNERS OF AN ONTARIO GRADUATE SCHOLARSHIP

Stéphanie Eliana Aboueid
(MSc in Health Systems)

Behnam Alimohammadisagvand
(MSc in Health Systems)

Vusal Babashov (PhD in Management)

Caroline Chamberland (PhD in
Management)

Christina Julie Pickering (MSc in
Health Systems)

WINNERS OF A JOSEPH-ARMAND BOMBARDIER CANADA GRADUATE SCHOLARSHIP FROM THE SOCIAL SCIENCES AND HUMANITIES RESEARCH COUNCIL

Boushra El Haj Hassan (PhD in
Management)

Jennifer Ho (MSc in Management)

Nicolas Legendre (PhD in
Management)

10th ENGINEERING AND COMPUTER SCIENCE GRADUATE RESEARCH POSTER COMPETITION

Category of Electronic and Business
Technologies: 1st Prize: **Ahmad
Teymouri** (PhD in Electronic Business)

Category of Computer Science: 3rd
Prize: **Fatemeh Cheraghchi** (PhD in
Electronic Business)

RESEARCH CHAIRS, PROFESSORSHIPS, AND FELLOWSHIPS



**Ian Telfer Professor of
Workplace Psychology**

1. Silvia Bonaccio

**CIHR Chair in Gender, Work and
Health Human Resources**

2. Ivy Lynn Bourgeault

CPA Ontario Fellow

3. Qiu Chen

**Montfort Research Chair in the
Organization of Health Services**

4. François Chiochio

CPA Ontario Accounting Fellow

5. Lamia Chourou

**Ian Telfer Professor of Health
Organization Studies**

6. Samia Chreim

**Paul Desmarais Professor of
International Entrepreneurship
and Marketing**

7. David Crick

Telfer Excellence Fellow

8. Shujun Ding

Logan Katz Fellow

9. Sylvain Durocher

**RBC Financial Group Professor in
the Commercialization of
Innovation**

10. Mark Freel

RESEARCH CHAIRS, PROFESSORSHIPS, AND FELLOWSHIPS (CONT.)



**University Research Chair in
Enduring Entrepreneurship**

11. Peter Jaskiewicz

**University Research Chair in
Healthcare Innovation**

12. Craig Kuziemyk

**Ian Telfer Professor of Workplace
Behaviour and Health**

13. Laurent Lapierre

Paul Desmarais Professorship

14. Judith Madill

**Endowed Professor of Ethics,
Responsibility and Sustainability**

15. Daina Mazutis

**Father Edgar-Thivierge Chair in
Business History**

16. Cheryl McWatters

**Deloitte Professor in the
Management of Growth
Enterprises**

17. Barbara Orser

**Deloitte Professor in the
Management of Growth
Enterprises**

18. Allan Riding

RESEARCH CENTRES AND LABORATORIES

CENTRES

LEAD

CPA-CANADA ACCOUNTING AND GOVERNANCE
RESEARCH CENTRE (CPA-AGRC)



WALID BEN-AMAR

CENTRE FOR BUSINESS ANALYTICS
AND PERFORMANCE (CBAP)



GREG RICHARDS

LABORATORIES

LEAD

KNOWLEDGE DISCOVERY AND DATA
MINING (KDD) LABORATORY



BIJAN RAAHEMI

MARKETPLACES FOR SAFE AND FAIR
TRADE (E-MP) LABORATORY



MORAD BENYOUCEF

MOBILE EMERGENCY TRIAGE (MET)
RESEARCH LABORATORY



WOJTEK MICHALOWSKI

RESEARCH EVENTS



TEAMWORK IN A DIGITAL ECONOMY

Speakers from the Telfer School of Management,
IBM Canada and Deloitte Canada



THE TELFER HEALTH TRANSFORMATION EXCHANGE (THTex) EVENTS

Speakers from the *Institut de Recherche de l'Hôpital
Montfort* and UnitedHealth Group, USA



HEALTHCARE FOR MILLENNIALS: OPPORTUNITIES AND CHALLENGES

Speakers were Research Chair holders in health systems
domain from the Telfer School of Management to discuss
some of the healthcare system challenges

RESEARCH EVENTS (CONT.)

THE HEALTH SYSTEMS RESEARCH SEMINAR SERIES (HSRSS)

Speakers from the University of Ottawa, University of Melbourne, *École nationale d'administration publique* (ENAP), McGill University, University of British Columbia, University of Iowa and University of Haifa

THE MANAGEMENT RESEARCH SEMINAR SERIES (MRSS)

Speakers from the Victoria University of Wellington, University of Western Ontario, Statistics Canada, George Mason University, University of Georgia, Simon Fraser University, Loughborough University, Technische Universität Dresden and Memorial University

THE CPA CANADA ACCOUNTING AND GOVERNANCE RESEARCH CENTRE SEMINAR SERIES

Speakers from the University of Western Ontario, University of Toronto, York University and the Stockholm School of Economics

THE NEW FACULTY MEMBER SEMINAR SERIES WAS LAUNCHED IN 2016 TO PROMOTE RESEARCH BY NEW FACULTY MEMBERS. IT FEATURED THE FOLLOWING SPEAKERS.

Mohamed Chelli, Assistant Professor: **Voluntary Corporate Water Disclosures: The Substitution Effect between Formal and Informal Institutions**

Agnes Grudniewicz, Assistant Professor: **Addressing a Growing Health Care Problem: Complex Patients in Primary and Community Care**

Peter Jaskiewicz, Full Professor and University Research Chair in Enduring Entrepreneurship: **When and where do Children of Entrepreneurial Business Owners Become Entrepreneurial?**

Antoine Sauré, Assistant Professor: **Improving Access to Care through Enhanced Advance Patient Scheduling**

Stephane Tywoniak, Associate Professor: **First-Order and Second-Order Complexity in Projects and Project-Based Organisations: A Research Agenda**

THE RESEARCH OFFICE



1. Anne-Julie Houle
Manager, Research Enterprise

Manages the activities of the Research Office. Informs professors and graduate students of funding opportunities and supports them in preparing for these opportunities.

2. Karine Renaud
Research Promotion Coordinator

Promotes research activities and initiatives of professors. Coordinates various research events. Provides support to the Manager, Research Enterprise and the Vice Dean (Research) on various projects.

3. Kathy Cunningham
Coordinator, Telfer Health Transformation Exchange

Provides support to the Research Office on various projects.

Vacant

Research Communications Officer

Shares research accomplishments. Develops content to highlight faculty expertise. Helps graduate students and professors with their research ethics submissions.

LEARN MORE

To learn more about research at Telfer, visit telfer.uOttawa.ca/research, call the Research Office at 613-562-5800 ext. 4693 or visit us at the Desmarais Building at 55 Laurier Avenue East in Ottawa to speak with a member of our team.

Recherche.Research@telfer.uOttawa.ca

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