

TED ROGERS SCHOOL OF MANAGEMENT



Ryerson
University

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A step up for
your startup

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Our social media research
has impact #IRL

2019 REPORT

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We've got a great story to tell you. A story about how an incredible group of students, faculty, alumni and staff have come together to change the way business is done. We have organized this report around three concepts that help us tell that story: Integration, Innovation and Impact.

Integration is the way we bring together people from diverse communities, professions and experiences to collaborate in new ways. This includes everything from a Syrian student who is helping refugees as part of Enactus Ryerson, to a Women's Career Continuation Program in partnership with RBC, to hosting international research conferences and leveraging our business connections to bring in notable thought leaders.

Innovation is about new approaches that disrupt old thinking and improve opportunities and catalyze new ideas. We do that by creating a Sales Leadership Program to grow the inventory of future sales leaders, giving more than 1,500 Co-op students unique real world career experiences and launching a research lab to foster sport business solutions and technologies.

Impact from our work is felt far and wide, because we do things differently. Fairer hiring practices are being adopted because of our research. Canadians will stay competitive in tomorrow's job market because of a unique partnership with the Future Skills Centre, and the Canadian Blood Service's blood donation goal in the area was achieved thanks to one student's work to organize a mobile blood clinic.

Here's the best part. You can be part of this amazing story.

If you're a student, come be part of our vibrant undergraduate program.

If you're looking to take your career to the next level, join the internationally-ranked Ted Rogers MBA here at the heart of Canada's business centre, Bay & Dundas.

If you're a teacher or researcher, join our academic team and help foster the future of business.

And if you believe the evolving way we do business can change our world for the better, support our programs, our research and our students through philanthropic giving.

It's my honour to serve as Dean of this incredible institution and to share this story.

Sincerely,



Dr. Daphne Taras
Dean, Ted Rogers School of Management



Rand's story: From asylum seeker to student leader

When she came to Canada in 2016 from Abu Dhabi seeking asylum from the dangers of returning with her family to Syria, student Rand Abou Ras decided she wanted to give back to other refugees – using her entrepreneurship and networking skills.

After finishing her first semester in the Entrepreneurship program in fall 2016, it was clear that Abou Ras had a singular focus on doing something that would positively impact others, so she sought advice from her professor, David Schlanger.

As the faculty advisor for the Ryerson chapter of Enactus – a community of student, academic and business leaders committed to using the power of entrepreneurial action to transform lives and share a better, more sustainable world – Schlanger suggested that Abou Ras speak to a few student executives in the group because they had similar mindsets. After talking to them and learning more about the group, she decided to become a member.

Photography: Jennifer Roberts



David Schlanger and Rand Abou Ras

As part of Enactus Ryerson, Abou Ras and other club members worked on a “welcome project” for Syrian refugees to Canada. The initiative offered free evening workshops (and child care) on financial literacy to explain the basics of managing money, taxes and credit and debit cards. The project evolved to offer free workshops for Syrian refugees to improve their employability skills. Volunteers from Ryerson taught classes on topics such as commercial software for computer-aided design and math.

Abou Ras and Enactus Ryerson volunteers also organized a community dinner featuring traditional Syrian dishes and music, with the support of Paintbox, a social and entertainment hub in Toronto's inner-city Regent Park neighbourhood.

The experience with Enactus was so transformative, Abou Ras now serves as the President of Enactus Ryerson, where she leads around 90 students on a number of social enterprise projects, happy to give back and use her entrepreneurship and leadership skills learned at TRSM to have a positive impact on communities.



RBC Opt-In: Women's Career Continuation Program

Unlocking the full potential of women in business

Women who pause their career for family or other priorities face very specific obstacles to moving forward with their professional lives. TRSM is looking to change that paradigm with a program aimed at helping women succeed.

RBC and TRSM are making it easier for women who have been away from the corporate workforce to return to their field with the RBC Opt-In: Women's Career Continuation Program. This seven-day program focuses on broadening business acumen and developing a success mindset so that participants are ready to return to the workplace with new skills, an intrapreneurial mindset and renewed confidence. The program focuses on future skills, the current business environment and innovations in thought which are influencing the future business world.

TRSM is also helping to create a more inclusive and supportive environment and grow women's entrepreneurship in Canada. In December 2018, Mary Ng, Minister of Small Business and Export Promotion, announced that Ryerson University was selected to lead a network of universities, industry associations, business support organizations, corporate partners, women's entrepreneurship organizations and community and Indigenous groups that will receive nearly \$9 million over three years to deliver the Women Entrepreneurship Knowledge Hub (WEKH).

A first in Canada and led by the Diversity Institute, in collaboration with the Brookfield Institute for Innovation + Entrepreneurship and TRSM, the WEKH will also be supported by an advanced digital platform, powered by Ryerson's Magnet. They will guide this diverse national network, with regional university-based hubs and an initial network of supports that

includes almost 50 organizations and stakeholders to create a more inclusive and supportive environment to grow women's entrepreneurship in Canada.

As part of the Government of Canada's Women Entrepreneurship Strategy, the network will engage women's business support organizations across the country, strengthen cross-sector collaboration to support the success of diverse women entrepreneurs, support the implementation of more inclusive policies, programs and practices across the innovation ecosystem, provide a platform to better connect women entrepreneurs across Canada to resources and challenge stereotypes and build awareness of women's entrepreneurial success.



Dr. Wendy Cukier, Nadine Spencer, President, Black Business Professionals Association and Paulette Senior, CEO, Canadian Women's Foundation (CWF)

TRSM's supportive community has a place in his heart

When Saljoq Khurshid was blindsided with a serious health issue that derailed his schooling for a year, the TRSM community rallied around him, providing the support he needed to get back on track.

In September 2015, the Information Technology Management student was diagnosed with congestive heart failure caused by a heart defect he was born with. He was ordered to drop out of school and quit his job. "Just like that, my entire life changed," Khurshid says.

He spent the next five months in the hospital and underwent a number of complicated procedures, including open heart surgery. During his recovery, his fellow student group leaders

"To see how far Saljoq has come, and what he has accomplished gave me a lot of hope," Rahman adds. It even inspired her to start The Ryerson Gift of Life Project, with seed money from The Ryerson Leadership Lab, to raise awareness about organ and tissue donation by connecting with others on a personal level.

Rahman is thankful for the support she has received from Khurshid and from others at the school. Khurshid, too, is grateful to the entire TRSM community for being with him every step of the way. "During one of the lowest points of my life, I couldn't have been more proud and privileged to be a student at TRSM," he says.

"It was so refreshing to meet someone my age who had been through something like me." – Maariyah Rahman

and friends visited him and TRSM staff would check in and provide positive energy.

When Khurshid was healthy enough to return to school, he says that the TRSM community was incredibly kind and accommodating in helping him catch up. He hasn't missed a beat and has gotten back to leading student groups, becoming a Co-op Mentor and winning case competitions.

Today, Khurshid says that his health is "phenomenal." And his story is inspiring others, including Maariyah Rahman, a third year TRSM Marketing Management Co-op student.

Rahman also suffers from a heart condition and was at home recovering from a heart transplant when she saw Khurshid's story on TRSM's Instagram account. After she reached out to Khurshid over social media, the students connected over the phone and then met in person to share their experiences.

"It was so refreshing to meet someone my age who had been through something like me," Rahman says. "Connecting with Saljoq is helping my recovery and my mental health more than I could have ever imagined. Having someone to talk with and relate to makes me so grateful and so much more comfortable accepting the position that I'm in."

"During one of the lowest points of my life, I couldn't have been more proud and privileged to be a student at TRSM."

– Saljoq Khurshid



Saljoq Khurshid and Maariyah Rahman

Creating sustainable tourism in Indigenous communities

Indigenous tourism fosters, promotes and preserves Indigenous culture and traditions and is closely in line with Indigenous perspectives on sustainability. As it grows steadily worldwide and increases community capacity by focusing on ways to improve and sustain the well-being of the host community, Indigenous tourism has been the focus of Hospitality and Tourism Management professor Dr. Sonya Graci's research.

Dr. Graci defines Indigenous tourism as owned and operated by Indigenous peoples within their communities, incorporating Indigenous culture in a respectful and appropriate manner. She is working to collect and share best practices for Indigenous tourism by studying successful models from around the world, including Peru, New Zealand, Fiji, Australia and Canada.

"We have an incredible opportunity to promote Indigenous tourism and support communities in developing a sustainable livelihood approach that not only benefits the community economically, but socially and environmentally, which is very much in line with the traditional values of Indigenous peoples," says Dr. Graci.

Her research has shown that a recipe for success includes businesses that are based and supported within the community, have an entrepreneurial spirit, offer authentic experiences, resonate with the community, foster youth engagement and entrepreneurship and are ecologically sustainable.

Photo courtesy of Great Spirit Circle Trail



Giving back to support Co-op students

TRSM alumnus Nevil Knupp always felt that what made a Ryerson degree unique was that special combination of practical, hands-on experience with educational theory that is entrenched in the university's DNA. The Ted Rogers Co-op program offers business students just that, which is why Knupp wanted to support the program by creating an award.

The Herman Schneider Memorial Award for Excellence in Co-op is named after the educator who invented the idea of co-operative education. The award recognizes a Ted Rogers Co-op student's excellence in job performance, as well as their academic achievement and contributions to the program, and is the first award created for Ted Rogers Co-op students.

The first recipient of the award is fourth year Accounting & Finance student Abdullah Waqar, who completed two Co-op work terms at Bell Canada and one at Deloitte LLP.

"I am absolutely honoured to be given an award named after the founder of co-operative education and a program that works so hard to put the best students in the workforce."

– Abdullah Waqar

Owning the podium

TRSM students have worked collaboratively in teams to capture gold, silver and bronze medals in undergraduate and MBA case competitions, both nationally and internationally. Here are a few of their victories:



Global Management Studies and Entrepreneurship student Temirlan Toktabek partnered with an OCADU student to win the international **Red Bull Basement University Competition** for their innovative idea to help students find study space on campus.



Temirlan Toktabek (left)

Real Estate Management Co-op students Danny Su and Billy Caden and Architecture student Katrina Klemmer came in first at **University of Guelph's Undergraduate Real Estate Case Competition (URECC)**.

Business Technology Management students Ejaz Aman, Reyaz Hamid, Sichang Baek and Alicia D'Souza tied for top spot at the national **BTM Student Competition**.

Accounting & Finance students Michael Porretta, Hari Muralidharan, Mrugen Mehta and Hamza Arabi claimed first prize at the **Border City Financial Case Competition**.

Ted Rogers MBA students Manuel Avila, Kyle Cormier, Niño Hizon and Rahul Nair were crowned champions of the **Walmart Operations Case Competition**.



David M. Shribman

Learning from the best

TRSM leverages its strong connections to the business community to bring in notable guest speakers, including former Premier of Ontario, **Kathleen Wynne**, CEO of Venture Communications, **Arlene Dickinson**, President of Newport Sports Management Inc., **Don Meehan** and Pulitzer Prize winning journalist and Executive Editor and Vice-President of the Pittsburgh Post-Gazette, **David M. Shribman**.

Be our guests: The world comes to us

Conferences

TRSM hosted the world in 2018 with a series of international conferences that brought together researchers and academics from different disciplines. Here are a few:

SOBDR

Southern Ontario Behavioural Decision Research Conference

ASAC

Administrative Sciences Association of Canada Conference

AMA/ACRA

American Marketing Association/ American Collegiate Retailing Association Triennial Conference

CSEAR

North American Congress on Social and Environmental Accounting Research

Student groups

Student groups at TRSM also worked together to host competitions and events that saw them going head to head with their peers from across Canada, making new connections and friends along the way:

BATTLE ON BAY: A national case competition hosted by the Ryerson University Finance Society (RUFS).

RYERSON MARKETING CONFERENCE: An annual conference organized by the Ryerson Marketing Association featuring a case competition.

2019 MBA GAMES: The Ted Rogers MBA team hosted and organized the event in 2019, which featured 650 MBA students from across Canada competing in challenges.



Stacey Laforme, Chief of the MNCFN

Mississaugas of the New Credit First Nation

Members from the Mississaugas of the New Credit First Nation (MNCFN) and TRSM came together to honour and officially install the flag of the MNCFN at the school. The flag acknowledges the treaty territory of the MNCFN and was presented to TRSM as the Nation's official education partner. It marks TRSM's spirit of partnership in the building of our community, city and country.

DID YOU KNOW?

TRSM Master of Science in Management (MScM) graduate Maria Kandaurova (2018) worked with her thesis supervisor, Dr. Mark Lee, Interim Director and Associate Professor at the Ted Rogers School of Retail Management, on a research paper about the effect of Virtual Reality in charitable giving that will be published in the *Journal of Business Research*. This is a major accomplishment because it is rare for a recent graduate to have a research paper published in such a prestigious journal.



Maria Kandaurova

INNOVATION

JAYS CARE
COMMUNITY
HOUSE

The growth rate for the Ted Rogers Co-op program has been more than 300% over the past three years.

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Photography: Nation Wong

Experiential learning from all-star employers

Imagine sharing your workplace with the Toronto Blue Jays.

That unique opportunity to work out of the Rogers Centre was part of the Co-op experience for fourth year Global Management Studies student Elissa Armstrong when she served as a Fundraising Intern with Jays Care Foundation, which uses baseball to teach life skills and create lasting social change for children and youth in marginalized communities across Canada.

For three Co-op terms, Armstrong was part of the Jays Care Fundraising and Events team, which raises funds for 10 programs nationwide. In her role, she was directly involved in all of the ways the Foundation raises funds, including events, in-stadium initiatives, third-party and fan fundraising, sponsorship and gifting.

“Throughout this experience I have been able to expand my knowledge of the nonprofit industry, and gain event planning, management and execution skills that I did not previously have,” says Armstrong. “It has also allowed me to observe various roles, giving me greater insight into what I would like to pursue a future career in.”

TRSM offers unique experiential learning opportunities in a range of fields, from healthcare and finance to property development and the public service. In addition to Jays Care Foundation, TRSM Co-op students have had the opportunity to work in other exciting organizations such as Air Canada, Ontario Lottery & Gaming (OLG), Microsoft Canada, the Toronto Transit Commission (TTC) and Toyota Canada. These placements allow students to gain valuable work experience and industry connections.

“The Ted Rogers Co-op program is proud to work with top employers across Canada,” says Graham Sogawa, Executive Director overseeing the Business Career Hub at TRSM, through which the Co-op program operates. “We listen to our students and pursue companies based on their input and career aspirations. We have also developed programs to support industries, such as the nonprofit sector, which has not traditionally hired student talent.”

“Throughout this experience I have been able to expand my knowledge of the nonprofit industry, and gain event planning, management and execution skills that I did not previously have.”

– Elissa Armstrong



Tristan Broks, Stanley Sik, Kaitlann Silao, Winston Devendrarajah, Dr. Karen Peesker, Sarah Oliver, Adrian Cheng and Vinh-Son Hoang

Growing the inventory of future sales leaders

Ted Rogers, the founder of the Canadian telecom and media giant and namesake of the Ted Rogers School of Management, believed that there is no business without sales; he even carried a business card that read simply “Chief Salesperson.”

While he recognized the critical importance of sales, most major business schools in Canada do not focus on teaching sales as a core element of their program. Sales and marketing professionals have been among the top five specializations in highest demand over the past decade in Canada, but there has been a shortage in qualified people able to fill these roles. TRSM hopes to change that with the launch of the new Ted Rogers Sales Leadership Program at the Ted Rogers Leadership Centre (TRLC).

Universities globally are teaching and researching sales, and the number of schools with top sales programs has grown significantly, however Canadian universities have not addressed this opportunity. “Ryerson will therefore be one of the first English-speaking Canadian universities to offer a Sales Leadership Program,” says Dr. Karen Peesker, Director of the Ted Rogers Sales Leadership Program and Assistant Professor in the Ted Rogers School of Hospitality and Tourism Management.

TRLC’s unique program will engage industry sales leaders to help provide co-op and job placements for students and help create additional research opportunities in sales. It will also provide students with sales leadership experiential learning opportunities, including international sales case competitions, “improv” learning, company audits and live sales projects.

“Through the development of training and educational programs, it is our intention to develop exceptional ethical sales leaders who will make a positive contribution to business growth in Canada,” says Dr. Brian Segal, Founder and Chair of the TRLC.

The program is already making an impact. The Ted Rogers Sales Team beat out 22 top schools from the U.S. to win the North East Intercollegiate Sales Competition in November 2018. The team was the only Canadian one participating in the competition and won first and third place in Individual Sales, first place in Speed Selling and was crowned the overall University Champion.



Master of Health Administration (Community Care) – The first of its kind in Canada

Care in the community is growing in importance as policymakers are moving more healthcare services from institutional sites to home and community settings. As the population ages and the prevalence of chronic disease increases, integrated models that ease access to and transitions between services, while ensuring quality, are necessary. To address this critical need, TRSM recently launched a new graduate program – the Master of Health Administration (Community Care) or MHA(CC).

The program, the first of its kind in Canada, addresses the need for innovative and entrepreneurial leaders who can effectively manage and start organizations that deliver care across diverse populations and locations. These leaders of the future will have to know how to “navigate complexity.”

TRSM’s unique program specializes in developing leaders who know how to negotiate and coordinate care delivery across networks of provider organizations of all sizes and types, as well as for family and friends of clients.

“We are excited that so many experienced people, committed to driving change in community care, are currently enrolled or interested in the program. We look forward to their innovative solutions to healthcare issues that continue to arise across Canada.”
 – Dr. Karen Spalding, Director of the MHA(CC)

Ted Rogers MBA gives students the edge on Dragons' Den

A Ted Rogers MBA gives entrepreneurs the skills to succeed ... even in the Dragons' Den.

The hit TV show Dragons' Den features aspiring entrepreneurs pitching their ideas to a panel of judges who have the funds and expertise to grow their businesses, and TRSM has prepared a few graduates to not only present on the show, but to also land deals.

For Ted Rogers MBA alumni Matthew Lindzon and Zach Fiksel (2012), co-founders of Chimney Stax Baking Co., their MBA experience not only made them better business builders, it taught them the essential skill every entrepreneur needs: to be a master of business, you need to become a master of multi-tasking.

They also learned the hard business skills needed to make their dreams a reality. Together, they started a business selling Eastern European street food called "chimney cakes." After a year of operation, they presented their business on Dragons' Den. What got them on the show and secured their funding was their ability to clearly and confidently present their business idea – presentation skills which they honed through case competitions during their MBA experience.



A step up for your startup

Startup Certified, an innovative program in partnership with Sandbox by DMZ, gives students the opportunity to go through a unique and intensive program from the DMZ's Entrepreneurs-in-Residence and DMZ founders. The program was started by the Ted Rogers Students' Society (TRSS) who raised \$400,000 to create this initiative.

TRSM students who finish the program can take one of two paths: working in a startup at the DMZ or creating their own venture through the DMZ Sandbox. Both are paid opportunities which are supported by the funds raised through the TRSS.

Retail Management student Safiyyah Idroos chose the second path after completing the program and used her new skills to create Gifting Guru, a gifting tech platform that generates instant gift recommendations for anyone on your shopping list. Idroos found the Startup Certified sessions informative and credits the program for helping to build and run her startup. The program was also a good opportunity for her to learn from and network with industry veterans.

Safiyyah Idroos



Launch of Luxury Management Program

Katie Taylor, Chair of RBC and former President and CEO of Four Seasons Hotels & Resorts, spoke at the launch event for the new Luxury Management program at the Ted Rogers School of Hospitality and Tourism Management in November 2018.

This program will be the first of its kind at a business school in Canada.

DID YOU KNOW?

Teaching from the students' point of view

When Dr. Linying Dong develops course materials, she takes the students' perspective into consideration and asks, "How is the material relevant to them? Why would they learn the material? What tools would be useful?" Dr. Dong's development of improved curriculum in the School of Information Technology Management, as well as her introduction of innovative teaching methods and tireless work to improve the student experience, have earned her the Provost's Experiential Teaching Award and a Dean's Service Award from TRSM.



Dr. Michael Benarroch, Provost and Vice-President, Academic and Dr. Linying Dong



new ideas,
new insights and

new discoveries

TRSM is home to 15 research centres, institutes and labs which provide important connections to industry and community partners, and produce research that is driving business and social innovation. Over the past year, one new institute and two new labs were launched:

FUTURE OF SPORT LAB (FSL)

Supported and co-managed by Maple Leaf Sports & Entertainment Ltd. (MLSE), the FSL aims to be Canada's leader in fostering innovative sport business solutions and technologies, along with related research and insights.

CYBERSECURITY RESEARCH LAB

A cutting-edge research centre which trains the next generation of cybersecurity experts, and spearheads a crucial and ongoing dialogue with the Information and Communications Technology (ICT) industry.

URBAN ANALYTICS INSTITUTE

Identifying urgent urban challenges, implementing smart-city solutions and building relationships with public, private and nonprofit sectors are at the heart of this institute's work.

Experiential Learning in Jamaica

Hospitality & Tourism Management students gained first-hand experience meeting, travelling with and observing how professionals and policy makers manage and market tourism through their experiential learning trip to Jamaica in May 2018.



A man with short brown hair, wearing a grey suit, light blue shirt, and a red patterned tie, stands in front of a background of a complex network graph. The graph consists of numerous nodes (colored dots) connected by lines, creating a dense, web-like structure. The background is dark, and the graph is illuminated with various colors like yellow, green, blue, and red. A yellow diagonal banner is in the top left corner.

IMPACT

Our social media research has impact #IRL

Having a social media presence is becoming almost obligatory for any organization in our society today. In a relatively short period of time, social media has fundamentally changed the ways people and organizations communicate, share information, conduct business and form communities.

In its heyday, social media was viewed as a net positive for society. Today, however, it is embroiled in a series of ongoing public scandals involving data misuse. As one of TRSM's research centres, the Social Media Lab is at the forefront of helping to advance our understanding of social media use and has become a leader in studies in this area.

Led by co-directors, Dr. Anatoliy Gruz, Director of Research, Associate Professor of Information Technology Management and a Canada Research Chair in Social Media Data Stewardship, and Philip Mai, Director of Business and Communications, the internationally recognized Social Media Lab is the first of its kind in North America. Its research initiatives aim to provide decision-makers with greater insight into the behaviours and relationships of online network members, and to understand how these interpersonal connections influence personal choices and actions.

In their recent work, the Social Media Lab found that an overwhelming majority of online Canadian adults (94%) have at least one social media account, making Canada one of the most connected countries in the world. And Canadians are true to character when they are online – polite. This is because the majority (58%) of online Canadian adults are often refraining from sharing, liking or commenting on matters related to politics on social media because it might upset another person.

The Lab also found that Canadians are self-censoring for privacy reasons. Their research revealed that about 50% of online Canadian adults choose to self-censor their social media posts because they believe a company may use their data for advertising or other reasons.

This research by the Social Media Lab shows how world-class, data-enabled scholarly work can advance the public's understanding of the impact of these platforms on our everyday lives.

Dr. Anatoliy Gruz

Canada Research Chair, Social Media Data Stewardship
Director, Social Media Lab | Associate Professor

Photography: Louis Au, f11 Project



\$225 million
investment in Future Skills

Learn
Succeed
Thrive

Helping Canadians stay competitive in tomorrow’s job market

New technology, artificial intelligence and global competitiveness are changing the way Canadians work, and many of the skills needed for good quality jobs will change in the years to come. To help Canadians succeed in the new economy, the federal government announced the creation of the Future Skills Centre – Centre des Compétences futures (FSC-CCF), led by Ryerson University in partnership with the Conference Board of Canada and Blueprint. The core FSC-CCF Ryerson partners include TRSM’s Diversity Institute and Magnet.

“For years we have talked about how diversity and inclusion can drive innovation – and in turn, how innovation can help employers tap into new talent pools to address persistent yet evolving skills gaps.” – Dr. Wendy Cukier

The Government of Canada is investing \$225 million in Future Skills over four years, and \$75 million per year thereafter. The FSC-CCF spearheads projects to test innovative approaches to help Canadians gain access to new skills and contribute to a growing evidence base on the skills needed to succeed in the new economy.

“For years we have talked about how diversity and inclusion can drive innovation – and in turn, how innovation can help employers tap into new talent pools to address persistent yet evolving skills gaps,” explains Dr. Wendy Cukier, Founder of the Diversity Institute and Interim Member of the Future Skills Centre Advisory Council. The Institute’s interdisciplinary team has deep expertise in issues critical to this project, which will help the Future Skills Centre zero in on potential innovative solutions.

The Diversity Institute’s unique action-oriented and evidence-based approach will help illuminate the changing nature of skills and competencies, the barriers faced by diverse groups and innovative approaches to advance economic inclusion and success. The Institute has been examining these issues for years, with previous work focusing on disruptive technology, innovation processes, digital skills, soft skills and work-integrated learning. It is also a leader in inclusive innovation, focusing on research and best practices in areas which include women in leadership, technology and entrepreneurship, the entrepreneurship and innovation ecosystem, new immigrants and refugees, racialized people, Indigenous peoples and persons with disabilities.

The Diversity Institute has additionally been involved in developing, testing and evaluating innovative approaches, such as with its Advanced Digital and Professional Training (ADaPT) project, and has pioneered new ways to create entrepreneurship opportunities for immigrants, refugees, women and others.

The Institute’s expertise will help advance the understanding of the complex barriers faced by underrepresented groups with a goal to help effect change that will enable Canada’s diverse talent to thrive in the future of work.

Christie Robertson – It’s in her to give

TRSM students have a long history of using business education and entrepreneurship to make real social change in our community and around the world.

Business Technology Management student Christie Robertson has been working closely with the Canadian Blood Services since 2014. Her involvement includes hosting information sessions around campus, educating students on the importance of donating, providing them with the opportunity to find out their blood type and signing up to donate at the closest Canadian Blood Services location.

After a popular Canadian Blood Services location closed in December 2017, Robertson organized a mobile blood clinic at the Mattamy Athletic Centre in January 2018 so that people would still have a place to donate blood. As a result of this blood drive, 105% of the Canadian Blood Service’s goal was achieved with 45 donations. Robertson received the inaugural Dean’s Student Award for Social Innovation for her efforts. The award was voted on by TRSM students, faculty members and staff.



Christie Robertson

Dean’s Student Award for Social Innovation

Making recess fun for everyone



Dr. Lauren McNamara (second from right) with participants from the Recess Project

TED
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Di
VERSITY
INSTITUTE

Making recess a safe, inclusive and positive play space for children has been the life work of Dr. Lauren McNamara, Research Associate at the Diversity Institute.

At the age of six, Dr. McNamara lost her hearing in a head injury, and was taunted mercilessly as the “Deaf Girl” by other girls during recess. Because of her experience, she wanted to diagnose the problem of recess and articulate a solution for it. To date, there has been no scholarly research on the subject in Canada, so she decided to conduct her own to get to the root causes.

Dr. McNamara began analyzing the impact recess was having on children and, in 2012, created the Recess Project. To date, the project has worked with over 2,000 children exploring their positive and negative experiences on the playground and experimenting with innovative and thoughtful approaches to recess. In 2018, Dr. McNamara was awarded a prestigious Ashoka Fellowship for her ground-breaking work.



Tackling barriers for new immigrants in the job market

There are many institutional barriers facing new immigrants in the Canadian labour market and Dr. Rupa Banerjee, Associate Professor of HR Management and Organizational Behaviour, is not only shedding light on these barriers, but effecting policy change and improving opportunities for immigrant job seekers with her work.

Funded by the Social Sciences and Humanities Research Council of Canada (SSHRC), Canadian Institutes of Health Research (CIHR) and the Shastri Indo-Canadian Institute, Dr. Banerjee’s recent research has resulted in the adoption of fairer hiring practices by the federal government, and in the development of a digital app that facilitates newcomer access to information and resources vital to successful settlement in Canada.

Dr. Banerjee recently won the 2019 Social Innovation and Action Research Award, and currently holds a SSHRC Insight Grant for her research entitled “The Impact of Employer-Driven Immigrant Selection: An Evaluation of Canada’s New ‘Express Entry’ System.”

Investigating property rights on Indigenous lands

As Canada grapples with reconciliation with Indigenous communities, Indigenous lands and property are a vital subject and one that has been a focus of Dr. Sari Graben’s research in the Law & Business department. Dr. Graben has sought to explore how the layering of law and jurisdiction in the past and present has created powerful competing versions of Indigenous law, legal authorities and practices related to property that reverberate through Indigenous planning and political organization.

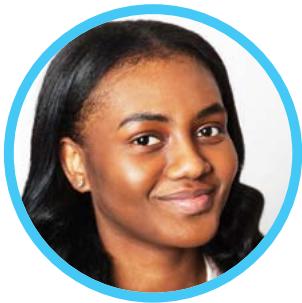
Her contribution to a new book, *Indigenous Peoples and Real Property: Beyond Privatization*, examines questions about property dynamics and whether Canadian and Indigenous legal orders related to property can productively co-exist today.

Dr. Graben’s research has also explored the role and promise of Indigenous property law in negotiating new relationships between Indigenous peoples and Canada in land claim agreements. Similarly, her analysis of the

changing character of Aboriginal title in Canadian case law has considered the implications of redefining Aboriginal title in ways that permit market access. In doing so, Dr. Graben has identified the contradictions and conflicts between two legal systems and contributed to identifying the way that Indigenous institutions can empower the use of Indigenous law within Canada.

Dr. Sari Graben

Our students make an impact outside the classroom



TOYO AJIBOLADE

Marketing Management student **Toyo Ajibolade received a 2018 YWCA Toronto’s Women of Distinction Award** for her community initiatives, including the Lady Ballers Camp, a not-for-profit summer program whose activities encourage physical, emotional and educational development.



MORE THAN 30 TRSM STUDENTS

More than 30 TRSM students helped Ryerson’s team win top prize at the **2018 Enactus Canada National Exposition** for their education program in Peru. The program allows youth to create and operate a garden business at their school, employ five students and generate over \$4,000 CAD in revenue to ensure students can remain in school.



THEJVIR BHATTII

Accounting & Finance student, **Thejvir Bhattii, won a Ryerson Gold Medal in 2018.** This award is the university’s highest honour, given to students who achieve both academic excellence and outstanding community involvement.

DID YOU KNOW?

TRSM Cares raises over \$17,000 for mental health

A TRSM-led team of students and staff raised over \$17,000 for mental health at the CAMH One Brave Night for Mental Health event in May 2018. The event was held on campus at the Mattamy Athletic Centre, where students stayed up all night to inspire courage for those affected by mental illness. Funds raised through the One Brave Night challenge were directed to CAMH in a variety of areas, including: innovative research; public awareness efforts; and the ongoing redevelopment of the hospital, including two new buildings dedicated to caring for people with serious mental illness.



Photography: Stephen Armstrong

TRSM by the numbers

11,600
undergraduate
BComms

300+
faculty

1,500+
paid co-op
positions

\$16.8
million in external
research funding

Located
in Toronto's
epicentre

1st Canadian
Ashoka Changemaker Campus
for Social Innovation

160+
advisory council
members



Journal Articles, Grants and Awards/Honours

Research accomplishments sourced from 2018-2019 Faculty Annual Reports (May 2019).



SAMEH AL NATOUR

Information Technology Management

Al Natour, S. Nominated for 2018 Best Reviewer Award, *Seventeenth Annual Workshop on HCI Research in MIS*.



PNINA ALON-SHENKER

Law & Business

Alon-Shenker, P. (2018). Management Consultants and the Employees of their Client Organizations: Towards a Model of Employee Protection. *Canadian Labour & Employment Law Journal*, 21(1), 117-172.



RUPA BANERJEE

Human Resources Management & Organizational Behaviour

Banerjee, R., et al. (2018). From 'Migrant' to 'Citizen': The Labor Market Integration of Former Live-In Caregivers in Canada. *Industrial and Labor Relations Review*, 71(4), 908-936.

Banerjee, R., Reitz, J.G., & Oreopoulos, P. (2018). Do Large Employers Treat Racial Minorities More Fairly? An Analysis of Canadian Field Experiment Data. *Canadian Public Policy*, 44(1), 1-12.

Banerjee, R., Verma, A., & Zhang, T. (2018). Brain Gain or Brain Waste? Horizontal, Vertical, and Full Job-Education Mismatch and Wage Progression among Skilled Immigrant Men in Canada. *International Migration Review*, DOI: 10.1177/0197918318774501.

Shantz, A., **Banerjee, R.**, & Lamb, D. (2019). The Relationship Between Male and Female Youth Volunteering and Extrinsic Career Success: A Growth Curve Modeling Approach. *Nonprofit and Voluntary Sector Quarterly*, 48(2), 201S-225S.

Banerjee, R. 2019 Social Innovation and Action Research Award, *Ryerson University*.



TIM BARTKIW

Human Resources Management & Organizational Behaviour

Bartkiw, T. (2018). Deepening the Delusion in the Regulation of Temporary Help Agency Employment. *Canadian Labour and Employment Law Journal*, 21(1), 93-116.



MICHAEL BAUMTROG

Law & Business

Baumtrog, M. (2018). Reasoning and Arguing, Dialectically and Dialogically, among Individual and Multiple Participants. *Argumentation*, 32(1), 77-98.



DANIELE BERTOLINI

Law & Business

Bertolini, D. (2019). Unmixing the Mixed Questions: A Framework for Distinguishing Between Questions of Fact and Questions of Law in Contractual Interpretation. *University of British Columbia Law Review*, DOI: 10.2139/ssrn.3347372.



KATHRYN BEWLEY

Accounting

Bewley, K., Graham, C., & Peng, S. (2018). The Winding Road to Fair Value Accounting in China: A Social Movement Analysis. *Accounting, Auditing & Accountability Journal*, 31(4), 1257-1285.





CHERI BRADISH

Marketing Management, Future of Sport Lab

Burton, N. & **Bradish, C.** (2018). Discursive Power in Commercial-Rights Management: Examining the Origins of the Ethical Framing of Ambush Marketing. *International Journal of Sport Communication*, 11(2), 200-218.

Burton, N. & **Bradish, C.** (2019). Commercial Rights Management in Post-Legislative Olympic Sponsorship. *Sport, Business and Management*, 9(2), 201-220.

 O'Reilly, N., Brunette, M., & **Bradish, C.** (2018). Lifelong Female Engagement in Sport: A Framework for Advancing Girls and Women's Participation. *Journal of Applied Sport Management*, DOI: 10.18666/JASM-2017-V10-I2-8742.

 **Bradish, C.** & Nicolle, L. Research Recognition Award (Abstracts) for "Women, Sport and Inclusion: Examining Voices and Platforms to Address Female Inequality in Sport," *Global Conference on Sport for Social Change, University of Georgia*.




ROBIN CHURCH
Human Resources Management & Organizational Behaviour

 Chuang, Y.T., **Church, R.**, & Hu, C. (2018). Effects of Movements and Opportunities on the Adoption of Same-Sex Partner Health Benefits by Corporations. *Journal of Management*, **44**(7), 2766-2800.





WENDY CUKIER
Entrepreneurship & Strategy, Diversity Institute


 **Cukier, W.** (2019). Disruptive Processes and Skills Mismatches in the New Economy: Theorizing Social Inclusion and Innovation as Solutions. *Journal of Global Responsibility*, DOI: 10.1108/JGR-11-2018-0079.


 **Cukier, W.** & Eagen, S. (2018). Gun Violence: An International Perspective. In B. J. Bushman (Ed.), *Aggression and Violence. Current Opinion in Psychology*, **16**(1), 109-112.


 **Cukier W.**, Jackson, S., & Gagnon, S. (2019). The Representation of Women and Racialized Minorities as Expert Sources On-Air in Canadian Public Affairs Television. *Canadian Journal of Communications*, **44**(1), DOI: 10.22230/cjc.2019v44n1a3321.

 Hodson, J., Jackson, S., & **Cukier, W.** (2018). Between the Corporations and the Closet: Ethically Researching LGBTQ Identities in the Workplace. *Equity, Diversity and Inclusion*, **37**(3), 283-297.


 Latif, R., **Cukier, W.**, Gagnon, S., & Chraibi, R. (2018). The Diversity of Professional Canadian Muslim Women: Faith, Agency, and 'Performing' Identity. *Journal of Management and Organization*, **24**(5), 612-633.


 **Cukier, W.** (PI). Citizenship and Immigration Canada - Service Delivery Improvements Grant, "Workforce Innovation and Inclusion Project (WIIP)," \$394,264.

 **Cukier, W.** (PI). Employment and Social Development Canada - Workplace Opportunities Grant, "ALIGN Network for Employment Equity," \$706,999.


 **Cukier, W.** (PI). Innovation, Science and Economic Development Canada - Women Entrepreneurship Strategy Grant, "Women Entrepreneurship Knowledge Hub," \$8,617,656.


 **Cukier, W.** (PI). Ontario Ministry of Economic Development, Job Creation and Trade – Ontario Research Fund Grant, "Bridging the Technological Skills Gap," \$420,000.


 **Cukier, W.** (PI). Ontario Tourism Education Corporation & Ontario Ministry of Advanced Education and Skills Development - Project Grant, "ALiGN-ADaPT," \$340,836.


 **Cukier, W.** (PI). Social Sciences and Humanities Research Council - Partnership Engage Grant, "Advancing Diverse Leadership," \$24,876.


 **Cukier, W.** (PI) & McNamara, L. (Co-I). Canadian Tire Jumpstart Charities - Community Development Program, "Recess Project Canada," \$148,039.

 Lee, K. (PI) & **Cukier, W.** (Co-PI). Ontario Ministry of Citizenship, Immigration and International Trade & Scadding Court Community Centre, "Newcomer Entrepreneurship Hub," \$222,722.

 Orser, B. (Co-PI), Elliott, C. (Co-PI), & **Cukier, W.** (Co-PI). Ontario Ministry of Economic Development and Growth & University of Ottawa, "Ontario Inclusive Innovation Action Strategy," \$56,409.


 **Cukier, W.** 2018 Social Innovation and Action Research Award, *Ryerson University*.


 **Cukier, W.** National Metropolis Researcher Award, *21st National Metropolis Conference*.

 **Cukier, W.** Sara Kirke Award for Entrepreneurship and Innovation, *34th Annual Canadian Advanced Technology Alliance Innovation and Leadership Awards Gala*.




DEBORAH DE LANGE
Global Management Studies

 **de Lange, D.** (2019). A Paradox of Embedded Agency: Sustainable Investors Boundary Bridging to Emerging Fields. *Journal of Cleaner Production*, **226**, 50-63.

 **de Lange, D.** (PI), Sheeran, P. (Co-I), & Walsh, P. (Co-I). Social Sciences and Humanities Research Council - Knowledge Synthesis Grants, "Opportunities for Post-Brexit Trade Expansion Between Canada and the U.K: A Circular Economy Perspective," \$18,000.




CLAIRE DENG
Accounting

 **Deng, C.** (PI). Canadian Academic Accounting Association - Assurance and Tax Research Grant, "Constituting International Supply Chains: The Coalition of Management Control Technology and Network," \$3,000.





YUCEF DERBAL
Information Technology Management

 **Derbal, Y.** (2018). The Adaptive Complexity of Cancer. *BioMed Research International*, DOI: 10.1155/2018/5837235.




FREDERIC DIMANCHE
Hospitality & Tourism Management


 Andrades, L., & **Dimanche, F.** (2019). Destination Competitiveness in Russia: Tourism Professionals' Skills and Competences. *International Journal of Contemporary Hospitality Management*, **31**(2), 910-930.


 Rech, Y., Paget, E., & **Dimanche, F.** (2019). Uncertain Tourism: Evolution of a French Winter Sports Resort and Network Dynamics. *Journal of Destination Marketing and Management*, **12**, 95-104.





RACHEL DODDS
Hospitality & Tourism Management


 **Dodds, R.** (2018). Using a Participatory Integrated Watershed Management Approach for Tourism. *Tourism Planning & Development*, DOI: 10.1080/21568316.2018.1556327.


 **Dodds, R.** & Holmes, M. (2018). Education and Certification for Beach Management: Is There a Difference Between Residents Versus Visitors? *Ocean and Coastal Management*, **160**, 124-132.


 **Dodds, R.** & Holmes, M. (2019). Beach Tourists: What Factors Satisfy Them and Drive Them to Return. *Ocean and Coastal Management*, **168**, 158-166.

 **Dodds, R.** & Walsh, P.R. (2018). Assessing the Factors That Influence Waste Generation and Diversion at Canadian Festivals. *Current Issues in Tourism*, DOI: 10.1080/13683500.2018.1461813.

 **Dodds, R.**, Walsh, P.R., & Koc, B. (2019). Environmentally Sustainable Lifestyle Indicators of Travellers and Expectations for Green Festivals: The Case of Canada. *Event Management*, DOI: 10.3727/152599519X15506259855661.

 Holmes, M.R., **Dodds, R.**, Deen, G., Lubana, A., Munson, J., & Quigley, S. (2018). Local and Organic Food on Wheels: Exploring the Use of Local and Organic Food in the Food Truck Industry. *Journal of Foodservice Business Research*, **21**(5), 493-510.


 **Dodds, R.** 2017-18 TRSM Research Recognition Award, *Ted Rogers School of Management at Ryerson University*.


 **Dodds, R.** Best Conference Presentation, *2018 Travel and Tourism Research Association of Canada Conference*.



LYNING DONG
Information Technology Management

 Wu, S., **Dong, L.**, & Soussamian, S. (2018). Sowing: Promoting Innovations in Dental Office Inventory Management. *Journal of Information Technology Case and Application Research*, **20**(1), 23-35.


 **Dong, L.** (PI) & Landon, J. (Co-I). Mitacs Accelerate & Connectiv Innovation Corporation, "Driving Continuous Innovation Growth in Canada," \$45,000.


 Rowe, A., **Dong, L.**, Landon, J., & Rezkalla, E. The Dick Marsh Award for the Paper with the Greatest Potential for Impact for "Scaling Start-ups: Challenges in Canada's Innovation Ecosystem," *The International Society for Professional Innovation Management*.



DEBORAH FELS
Information Technology Management, Inclusive Media & Design Centre


 **Fels, D.** (PI) & Meza, M. (Co-I). Innovation, Science and Economic Development Canada - Accessible Technology Program Grant, "The Tecla Toolkit for Access to Non-Standard Devices by Single Switch Users," \$331,843.


 **Fels, D.** (PI) & Milligan, B. (Co-I). Broadcasting Accessibility Fund & Pavo Digital Inc., "Enhanced Real-Time and Post-Production Captioning for VoiceWriter Captioning Software," \$55,730.

 **Fels, D.** (PI) & Zouri, M. (Co-I). Broadcasting Accessibility Fund, “Continuing Education Course Series for Inclusive Media for Broadcast Production,” \$119,636.



ANTHONY FRANCESCUCCI
Marketing Management


 **Francescucci, A.**, Henneberg, S., & Naude, P. (2018). Scale Development for the Inter-Firm Market Orientation Concept. *Journal of Business and Industrial Marketing*, 33(3), 253- 264.

 **Francescucci, A.** & Rohani, L. (2019). Exclusively Synchronous Online (VIRI) Learning: The Impact on Student Performance and Engagement Outcomes. *Journal of Marketing Education*, 41(1), 60-69.



STEVEN GEDEON
Entrepreneurship & Strategy


 **Gedeon, S.A.** & Valliere, D. (2018). Closing the Loop: Measuring Entrepreneurial Self-Efficacy to Assess Student Learning Outcomes. *Entrepreneurship Education and Pedagogy*, 1(4), 272-303.

 Overall, J. & **Gedeon, S.A.** (2018). A Rational Egoism Approach to Virtue-Ethics: A Conceptual Model and Scale Development. *Business and Professional Ethics Journal*, DOI: 10.5840/bpej201812776.


 Overall, J., **Gedeon, S.A.**, & Valliere, D. (2018). What Can Universities Do to Promote Entrepreneurial Intent? An Empirical Investigation. *International Journal of Entrepreneurial Venturing*, 10(3), 312-332.




CHRIS GIBBS
Hospitality & Tourism Management

 Dubois, L.E., & **Gibbs, C.** (2018). Video Game-Induced Tourism: A New Frontier for Destination Marketers. *Tourism Review*, 73(2), 186-198.

 **Gibbs, C.** & Cook-Johnson, G. (2018). Nigel’s Choice: A Hotel Appraiser’s Decision-Making Issues When Interests Conflict. *Journal of Hospitality and Tourism Cases*, 6(3).

 **Gibbs, C.**, Guttentag, D., Gretzel, U., Morton, J., & Goodwill, A. (2018). Pricing in the Sharing Economy: A Hedonic Pricing Model Applied to Airbnb Listings. *Journal of Travel & Tourism Marketing*, 35(1), 46-56.

 **Gibbs, C.**, Guttentag, D., Gretzel, U., Yao, L., & Morton, J. (2018). Use of Dynamic Pricing Strategies by Airbnb Hosts. *International Journal of Contemporary Hospitality Management*, 30(1), 2-20.


 Wade, R., Holmes, M.R., & **Gibbs, C.** (2018). The Challenges of Full-Service Restaurant Brand Internationalization: A United States/Canada Perspective. *Journal of Foodservice Business Research*, 21(2), 139-153.




SARI GRABEN
Law & Business

 **Graben, S.** (PI). Canadian Institutes of Health Research - Travel Awards: Institute Community Support, “Indigenous Women’s Health in the Mining Sector,” \$2,800.


 **Graben, S.** (PI), Cameron, A. (Co-I), & Morales, S. (Co-I). Social Sciences and Humanities Research Council - Insight Development Grant, “Gender and Impact Benefit Agreements in Canada,” \$66,846.


 Shaw, N. (PI), Brascoupe, S. (Co-I), **Graben, S.** (Co-I), & Graci, S. (Co-I). Social Sciences and Humanities Research Council - Insight Grant, “Improving Financial Inclusion for Indigenous Peoples in Urban and Rural Ontario,” \$57,658.

 **Graben, S.** Best Paper Award for “Aboriginal Title: Looking for the Political in Property,” *Canadian Academy of Legal Studies in Business*.




SONYA GRACI
Hospitality & Tourism Management,
Institute for Hospitality and Tourism
Research


 **Graci, S.**, Maher, P., Peterson, B., Hardy, A., & Vaugeois, N. (2019). Thoughts from the Think Tank: Lessons Learned from the Sustainable Indigenous Tourism Symposium. *Journal of Ecotourism Special Issue on Sustainable Indigenous Tourism*, DOI: 10.1080/14724049.2019.1583754.

 Shaw, N. (PI), Brascoupe, S. (Co-I), **Graben, S.** (Co-I), & **Graci, S.** (Co-I). Social Sciences and Humanities Research Council - Insight Grant, “Improving Financial Inclusion for Indigenous Peoples in Urban and Rural Ontario,” \$57,658.




KEN GRANT
Entrepreneurship & Strategy

 Arshed, N., Hassan, M.S., **Grant, K.A.**, & Aziz, O. (2019). Are Karachi Stock Exchange Firms Investment Promoting? - Evidence of Efficient Market Hypothesis Using Panel Cointegration. *Asian Economic and Social Society*, 7(2), 52-65.

 **Grant, K.A.**, Padmanaban, D., & El-Kebbi, A. (2018). The Early Investment Ecosystem for Start-Ups in Canada: A Preliminary Study. *Kindai Management Review*, 6, 76-99.





TOM GRIFFIN
Hospitality & Tourism Management

 **Griffin, T.** (2018). A Discussion of Video as a Data Collection Tool. *Current Issues in Tourism*, DOI: 10.1080/13683500.2018.1501009.





ANATOLIY GRUZD
Information Technology Management, Social
Media Lab


 Chaudhry, I. & **Gruzd, A.** (2019). Expressing and Challenging Racist Discourse on Facebook: How Social Media Weaken the “Spiral of Silence” Theory. *Policy & Internet*, DOI: 10.1002/poi3.197.


 Comber, S., Durier-Copp, M., & **Gruzd, A.** (2018). Instructors’ Perceptions of Networked Learning and Analytics. *Canadian Journal of Learning and Technology / La Revue canadienne de l'apprentissage et de la technologie*, DOI: 10.21432/cjlt27644.


 Dubois, E., **Gruzd, A.**, & Jacobson, J. (2018). Journalists’ Use of Social Media to Infer Public Opinion: The Citizens’ Perspective. *Social Science Computer Review*, DOI: 10.1177/0894439318791527.


 Gamble, J.M., Traynor, R.L., **Gruzd, A.**, Mai, P., Dormuth, C.R., & Sketris, I.S. (2018). Measuring the Impact of Pharmacoepidemiologic Research Using Altmetrics: A Case Study of a CNODES Drug-Safety Article. *Pharmacoepidemiology and Drug Safety*, DOI: 10.1002/pds.4401.


 **Gruzd, A.** & Hernandez-Garcia, A. (2018). Privacy Concerns and Self-disclosure in Private and Public Uses of Social Media. *Cyberpsychology, Behavior, and Social Networking*, 21(7), 418-428.


 **Gruzd, A.**, Lannigan, J., & Quigley, K. (2018). Examining Government Cross-Platform Engagement in Social Media: Instagram vs Twitter and the Big Lift Project. *Government Information Quarterly*, 35(4), 579-587.


 Haythornthwaite, C., Kumar, P., **Gruzd, A.**, Gilbert, S., Esteve Del Valle, M., & Paulin, D. (2018). Learning in the Wild: Coding for Learning and Practice on Reddit. *Learning, Media and Technology*, 43(3), 219-235.


 Hemsley, J., Jacobson, J., **Gruzd, A.**, & Mai, P. (2018). Social Media for Social Good or Evil: An Introduction. *Social Media + Society*, 4(3), DOI: 10.1177/2056305118786719.


 Jacobson, J., **Gruzd, A.**, & Hernandez-Garcia, A. (2019). Who is Watching the Watchers? Social Media Marketing in the Post Cambridge Analytica Era. *Journal of Retailing and Consumer Services*, DOI: 10.1016/j.jretconser.2019.03.001.

 Tougas, M.E., Chambers, C.T., Corkum, P., Robillard, J.M., **Gruzd, A.**, et al. (2018). Social Media Content About Children’s Pain and Sleep: Content and Network Analysis. *JMIR Pediatrics and Parenting*, 1(2), e11193.

 **Gruzd, A.** (PI). Natural Sciences and Engineering Research Council - Discovery Grant, “Studying Human Dynamics at a Massive Scale: The Development and Assessment of a Distributed Approach for Effective Visualization of 100+ Million-Node Social Networks,” \$140,000.


 **Gruzd, A.** 2018 Collaborative Research Award, *Ryerson University*.


 Haythornthwaite, C., Kumar, P., **Gruzd, A.**, Gilbert, S., Esteve Del Valle, M., & Paulin, D. Best Paper Nomination for “Learning in the Wild: Coding Reddit for Learning and Practice,” *51st Hawaii International Conference on System Sciences*.


 Kumar, P. & **Gruzd, A.** Best Paper Nomination for “Social Media for Informal Learning: A Case of #Twitterstorians,” *52nd Hawaii International Conference on System Sciences*.





AZIZ GUERGACHI
Information Technology Management


 Ali, I., Asif, M., Shahbaz, M., Khalid, A., Rehman, M., & **Guergachi, A.** (2018). Text Categorization Approach for Secure Design Pattern Selection Using Software Requirement Specification. *IEEE Access*, 6, 73928-73939.


 Kaleem, M., **Guergachi, A.**, & Krishnan, S. (2018). Patient-Specific Seizure Detection in Long-Term EEG Using Wavelet Decomposition. *Biomedical Signal Processing and Control*, 46, 157-165.


 Kaleem, M., Gurve, D., **Guergachi, A.**, & Krishnan, S. (2018). Patient-Specific Seizure Detection in Long-Term EEG Using Signal-Derived Empirical Mode Decomposition (EMD)-Based Dictionary Approach. *Journal of Neural Engineering*, DOI: 10.1088/1741-2552/aaceb1.


 Lan, A., Lee, A., Munroe, K., McRae, C., Kaleis, L., Keshavjee, K., & **Guergachi, A.** (2018). Review of Cognitive Behavioural Therapy Mobile Apps Using a Reference Architecture Embedded in the Patient-Provider Relationship. *BioMedical Engineering OnLine*, DOI: 10.1186/s12938-018-0611-4.


 Perveen, S., Shahbaz, M., Keshavjee, K., & **Guergachi, A.** (2018). A Systematic Machine Learning Based Approach for the Diagnosis of Non-Alcoholic Fatty Liver Disease Risk and Progression. *Scientific Reports*, DOI: 10.1038/s41598-018-20166-x.

 Perveen, S., Shahbaz, M., Keshavjee, K., & **Guergachi, A.** (2018). Metabolic Syndrome and Development of Diabetes Mellitus: Predictive Modeling Based on Machine Learning Techniques. *IEEE Access*, 7, 1365-1375.

 Zhu, Y., **Guergachi, A.**, & Huang, H. (2018). The Impacts of Entrepreneurship on Wealth Distribution. *Journal of Statistical Physics*, 173(6), 1734-1754.


 **Guergachi, A.** (PI). Natural Sciences and Engineering Research Council - Discovery Grant, "Explainable AI, Data Analytics and Industrial Engineering Methods for Primary Care," \$180,000.


 **Guergachi, A.** (PI). Natural Sciences and Engineering Research Council & Morneau Shepell - Engage Grant, "Application of Machine Learning at Predicting Employees Health Condition to Facilitate Timely Health Intervention," \$25,000.


 **Guergachi, A.** (PI). Natural Sciences and Engineering Research Council & Sykes Assistance Services Corporation - Engage Grant, "Application of Machine Learning Methods for the Analysis of Tele-Health Data and Processes," \$25,000.




FRANCES GUNN
Retail Management

 Lee, S., Park, J., Hyun, H., Back, S., Lee, S.B., **Gunn, F.**, & Ahn, J. (2018). Seasonality of Consumers' Third-Party Online Complaining Behavior. *Social Behavior and Personality: An International Journal*, 46(3), 459-470.

 Rudkowski, J., Heney, C., Yu, H., Sedlezky, S., & **Gunn, F.** (2019). Here Today, Gone Tomorrow? Mapping and Modeling the Pop-Up Retail Customer Journey. *Journal of Retailing and Consumer Services*, DOI: 10.1016/j.jretconser.2018.11.003.


 **Gunn, F.** 2017-18 TRSM Research Recognition Award, *Ted Rogers School of Management at Ryerson University*.


 **Gunn, F.**, Cappuccitti, A., & Lee, S.H. Best Collaborative Paper – 1st Runner-Up for "Towards Professionalizing Canadian Retail Management Careers," *2019 American Collegiate Retailing Association Conference*.



MURTAZA HAIDER
Real Estate Management, Urban Analytics Institute


 Dabbour, E., Al Awadhi, M., Aljarah, M., Mansoura, M., & **Haider, M.** (2018). Evaluating Safety Effectiveness of Roundabouts in Abu Dhabi. *IATSS Research*, 42(4), 274-283.


 Dabbour, E., **Haider, M.**, & Diaa, E. (2019). Using Random-Parameter and Fixed-Parameter Ordered Models to Explore Temporal Stability in Factors Affecting Drivers' Injury Severity in Single-Vehicle Collisions. *Journal of Traffic and Transportation Engineering*, 6(2), 132-146.


 Dabbour E., **Haider, M.**, Easa, S., & Philip, T. (2019). Investigating Temporal Stability of Risk Externalities in Traffic Collisions. *Journal of Transportation Safety & Security*, DOI: 10.1080/19439962.2019.1583706.




MICHAEL HALINSKI
Human Resources Management & Organizational Behaviour

 **Halinski, M.**, Duxbury, L., & Higgins, C. (2018). Working While Caring for Mom, Dad, and Junior Too: Exploring the Impact of Employees' Caregiving Situation on Demands, Control, and Perceived Stress. *Journal of Family Issues*, 39(12), 3248-3257.


 **Halinski, M.**, Duxbury, L., & Stevenson, M. (2019). Employed Caregivers' Response to Family-Role Overload: The Role of Control-at-Home and Caregiver Type. *Journal of Business and Psychology*, DOI: 10.1007/s10869-019-09617-y.

 Smith, C., Duxbury, L., & **Halinski, M.** (2019). It is Not Just About Paying Your Dues: Impact of Generational Cohort on Active and Passive Union Participation. *Human Resource Management Journal*, DOI: 10.1111/1748-8583.12230.

 **Halinski, M.** (PI) & Harrison, J. (Co-I). Social Sciences and Humanities Research Council - Insight Development Grant, "Youth Joblessness: An Investigation of the Interdependence of Student-Parent Dyads in the Job Search Process," \$48,870.





KATHRYN HALL-NEWTON
Marketing Management

 **Hall-Newton, K.**, Rudkowski, J., Lee, S.H., Hogue, J., & Ratnichkina, P. (2019). Mobile Devices in the Lecture Hall: Into It, Indifferent, or Intrusion? *Journal of Education for Business*, 94(6), 390-399.




ANA-MARIA HERMAN
Information Technology Management


 **Herman, A.** (2018). Experimental Museum Displays in the City-Laboratory: Visiting with MUM. *International Journal of Heritage Studies*, DOI: 10.1080/13527258.2018.154492.

 **Herman, A.** (2018). Re-Negotiating Exhibitionary Practices and the 'Politics of Display': The Case of the MTL Urban Museum App. *Museum & Society*, 16(2), 260-278.



TONY HERNANDEZ
Retail Management, Real Estate Management, Centre for the Study of Commercial Activity


 Aversa, J., Doherty, S., & **Hernandez, T.** (2018). Big Data Analytics: The New Boundaries of Retail Location Decision Making. *Papers in Applied Geography*, 4(4), 390-408.

 **Hernandez, T.** (PI), Tirtiroglu, D. (CL), Vaz, E. (CL), Wang, S. (CL), & Zhuang, Z. (CL). Social Sciences and Humanities Research Council - Insight Grant, "The Transformation of Shopping Centres in Canada," \$264,774.

 **Hernandez, T.** 2019 Distinguished Scholar Award (Business Geography), *American Association of Geographers*.



ANNIKA HILLEBRANDT
Human Resources Management & Organizational Behaviour


 **Hillebrandt, A.** Named Finalist for the 2019 Best Doctoral Dissertation in Canada Award, *Human Resources Research Institute*.




JENNA JACOBSON
Retail Management

 Dubois, E., Gruzd, A., & **Jacobson, J.** (2018). Journalists' Use of Social Media to Infer Public Opinion: The Citizens' Perspective. *Social Science Computer Review*, DOI: 10.1177/0894439318791527.


 Hemsley, J., **Jacobson, J.**, Gruzd, A., & Mai, P. (2018). Social Media for Social Good or Evil: An Introduction. *Social Media + Society*, 4(3), DOI: 10.1177/2056305118786719.


 **Jacobson, J.**, Gruzd, A., & Hernandez-Garcia, A. (2019). Who is Watching the Watchers? Social Media Marketing in the Post Cambridge Analytica Era. *Journal of Retailing and Consumer Services*, DOI: 10.1016/j.jretconser.2019.03.001.


 **Jacobson, J.** & Shade, L.R. (2018). Stringtern: Springboarding or Stringing Along Young Interns' Careers? *Journal of Education and Work*, 31(3), 320-337.





MEHDI KARGAR
Information Technology Management


 Khan, A., Golab, L., **Kargar, M.**, Szlichta, J., & Zihayat, M. (2019). Compact Group Discovery in Attributed Graphs and Social Networks. *Information Processing & Management*, DOI: 10.1016/j.ipm.2019.102054.

 Selvarajah, K., Zadeh, P.M., **Kargar, M.**, & Kobti, Z. (2019). Identifying a Team of Experts in Social Networks using a Cultural Algorithm. *Procedia Computer Science*, 151, 477-484.

 Szlichta, J., Godfrey, P., Golab, L., **Kargar, M.**, & Srivastava, D. (2018). Effective and Complete Discovery of Bidirectional Order Dependencies via Set-Based Axioms. *The VLDB Journal*, 27(4), 573-591.

 **Kargar, M.** (PI). Natural Sciences and Engineering Research Council - Discovery Grant, "Efficient and Effective Search over Graph-like Databases," \$80,863.

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JULIE KELLERSHOHN

Hospitality & Tourism Management

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ABBAS KERAMATI

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DANIELLE LAMB

Human Resources Management & Organizational Behaviour

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ANDRE LAPLUME

Entrepreneurship & Strategy

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KATIE LEBEL

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SEUNG HWAN (MARK) LEE

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AVNER LEVIN

Law & Business

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YUANSHUN LI

Finance

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XIAOHUA (HOWARD) LIN

Global Management Studies, Canada-China Institute for Business & Development

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GUOPING LIU

Accounting

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CHRIS MACDONALD

Law & Business, Ted Rogers Leadership Centre

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MacDonald, C. (PI). Mitacs Accelerate & ClearView Strategic Partners, “The Impact of Career Stage, Age, and Gender on Employees’ Ethical Challenges: A Canadian Perspective,” \$22,500.



ATEFEH (ATTY) MASHATAN

Information Technology Management, Cybersecurity Research Lab

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Mashatan, A. (PI). NXM Technologies Inc., “Crypto-Agility of Post Quantum 5G IoT Devices,” \$322,500.



Mashatan, A. (PI). Social Sciences and Humanities Research Council - Insight Development Grant, “Barriers and Opportunities in Blockchain Technology Adoption,” \$42,600.



KELLY MCSHANE

Health Services Management

Albiani, J. J., **McShane, K.**, Holter, S., Semotiuk, K., Aronson, M., Cohen, Z., & Hart, T.L. (2019). The Impact of Health Anxiety on Perceptions of Personal and Children’s Health in Parents with Lynch Syndrome. *Journal of Genetic Counselling*, 28(3), DOI: 10.1002/jgc4.1043.

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HAMED MEHRABI

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JULIEN MEYER

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CATHERINE MIDDLETON

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HORATIO MORGAN

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OJELANKI NGWENYAMA

Global Management Studies, Institute for Innovation and Technology Management

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CHARLENE NICHOLLS-NIXON

Entrepreneurship & Strategy, Entrepreneurship Research Institute

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DAVID NICKERSON

Real Estate Management

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MOHAMMAD NIKOOFAL

Global Management Studies

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 Zolfagharinia, H. (PI) & **Nikoofal, M.** (Co-I). Social Sciences and Humanities Research Council - Insight Development Grant, "Collaborative Transportation in the Trucking Industry: A Case of Information Asymmetry," \$74,369.





PRIA NIPPAK
Health Services Management


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OLIVER OKAFOR
Accounting

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 **Okafor, O.** (PI) & Farrar, J. (Co-I). Social Sciences and Humanities Research Council - Insight Development Grant, "Punishing in the Public Interest: An Empirical Examination of Retributive Justice and Tax Compliance," \$64,041.

 **Okafor, O.** 2017-18 TRSM Research Recognition Award, *Ted Rogers School of Management at Ryerson University*.





KAREN PEESKER
Hospitality & Tourism Management


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MALGORZATA (MARGARET) PLAZA
Information Technology Management


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FRANKLYN PRESCOD
Information Technology Management

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MARTIN PYLE
Marketing Management

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SERGIY RAKHMAYIL
Finance

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JANICE RUDKOWSKI
Retail Management


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THOMAS SCHNEIDER
Accounting


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DAVID SCOFIELD
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KRISTYN SCOTT
Human Resources Management & Organizational Behaviour

 von Kriegstein, H. (PI) & **Scott, K.** (Co-I). Social Sciences and Humanities Research Council - Insight Development Grant, "Antecedents and Outcomes of Business Ethics Denial," \$52,183.

 **Scott, K.** 2017-18 TRSM Research Recognition Award, *Ted Rogers School of Management at Ryerson University*.





BHARAT SHAH
Information Technology Management

 Tam, J., **Shah, B.**, & Prescod, F. (2018). Deterministic Project Management with AI Applicability in Globalized Context. *Journal of Management Science and Business Intelligence*, 3(2), 9-14.




NORMAN SHAW
Retail Management


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FARID SHIRAZI
Information Technology Management

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VIK SINGH
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FEI SONG
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 Lamb, D. (PI) & **Song, F.** (Co-I). Social Sciences and Humanities Research Council - Insight Development Grant, “Contract Employment: Trap or Trampoline? Examining the ‘Signal’ Associated with Temporary Work in Canada,” \$48,600.




KAREN SPALDING
Health Services Management


 Hogg, S., Nippak, P., & **Spalding, K.** (2018). Implementation of Medical Assistance in Dying Procedures: An Evaluation of Clinician Knowledge and Perceptions at a Large Urban Multi-Site Rehabilitation Centre in Toronto. *Journal of Hospital Administration*, **7**(5), 41-49.

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SUI SUI
Global Management Studies

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JIM TAM
Information Technology Management

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BOZA TASIC
Global Management Studies

 **Tasic, B.** (2018). A Note on Regular Congruences of Ordered Semigroups. *Semigroup Forum*, **97**(3), 377-383.





JAMES (JIM) TIESSEN
Health Services Management

 **Tiessen, J.** Named Distinguished Fellow, *Asia Pacific Foundation of Canada*.




DOGAN TIRTIROGLU
Real Estate Management

 Hernandez, T. (PI), **Tirtiroglu, D.** (CL), Vaz, E. (CL), Wang, S. (CL), & Zhuang, Z. (CL). Social Sciences and Humanities Research Council - Insight Grant, “The Transformation of Shopping Centres in Canada,” \$264,774.

 **Tirtiroglu, D.** Honourable Mention Paper Award - Finance Division, *2018 Administrative Sciences Association of Canada Conference*.




MELISSA TOFFANIN
Finance

 Zhang, L. & **Toffanin, M.** (2018). The Information Environment of the Firm and the Market Valuation of R&D. *Journal of Business Finance & Accounting*, **45**(9-10), 1051-1081.




OZGUR TURETKEN
Information Technology Management


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DAVE VALLIERE
Entrepreneurship & Strategy


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