

CURRICULUM VITAE

RAFAEL GOMEZ

PERSONAL

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Nationality: Canadian
Languages: Fluent in French and Spanish.

EDUCATION

2000	PhD. Industrial Relations	University of Toronto, Centre for Industrial Relations
1997	M.A. Industrial Relations	University of Toronto, Centre for Industrial Relations
1996	M.A. Economics	University of Toronto, Department of Economics
1995	B.A. Economics and Political Science	Glendon College, York University

Doctoral Thesis

“The Effect of Social Capital, Salary Compression and Equity on Individual and Organisational Performance”
Professors Morley Gunderson and Noah Meltz (co-supervisors). Robert Drago (external)

ACADEMIC EMPLOYMENT

Current Post

Director, Centre for Industrial Relations and Human Resources & Woodsworth College, University of Toronto
(Present appointment begun July 2015)

Previous Posts

Workload Adjudicator, University of Toronto, 2017-2019

Associate Professor and Associate Director, Undergraduate Employment Relations, University of Toronto

Assistant Professor, Centre for Industrial Relations and Woodsworth College, University of Toronto

London School of Economics & Political Science (LSE), Department of Management, Employment Relations and Organization Behaviour (EROB) Group

London School of Economics (LSE), Interdisciplinary Institute of Management

London School of Economics (LSE), Department of Industrial Relations

York University, Department of Economics, Glendon College

Chief Examiner, University of London, External Degree Program (Marketing)

Visiting Professor, University of Munich, Institute for Strategy Technology and Organizations (ISTO)

Senior Research Fellow, Centre for International Governance Innovation (CIGI)

Visiting Professor, University of Zurich, Institute for Strategy and Business Economics (ISBE)

Visiting Professor, Moscow State University, Graduate School of Business Administration (GSBA)

Visiting Research Fellow, Banco de Espana (Central Bank of Spain)

TEACHING EXPERIENCE

Courses Taught (All courses designed by candidate unless otherwise specified)

Doctoral

1. PhD Seminar in Industrial Relations and Human Resources (CIRHR)
2. Qualitative Research Methods (Rotman-Henley DBA Program)
3. Quantitative Research Methods (Rotman-Henley DBA Program)

Masters

4. Research Methods: Quantitative and Qualitative Analysis (Masters Level); [Adapted course outline]
5. Economics and Public Policy (Masters Level);
6. Human Resource Management (Masters Level); [Minor responsibility for design of course]
7. Foundations of the Employment Relationship (Masters Level);
8. Labour Market Analysis (Masters Level);
9. Comparative Industrial Relations (Masters Level).
10. Marketing and Consumer Economics (Masters and Undergraduate Level);
11. Organizations, Incentives and Employment (Senior Undergraduate and Graduate Level).
12. Masters of Information Guest Lectures (U of T, Faculty of Information)
13. Systems of Employee representation and Workplace High-Performance: The German Model (field-trip)
14. CityLab Fellowship Program – Rotman Experiential Learning Course
15. Microeconomics – Global Executive Masters of Business Administration (GEMBA), Rotman and Bocconi University

Bachelors

16. Labour Relations (Undergraduate Level); [Adapted course outline]
17. Compensation (Undergraduate Level);
18. Industrial Organization (Undergraduate Level);
19. Introductory Macroeconomics (Undergraduate Level in French and English);
20. Introductory Microeconomics (Undergraduate Level in French and English);
21. Foundations of Management (Undergraduate and Masters Level);
22. Labour Economics II (Undergraduate Level)
23. Introduction to Employment Relations (Undergraduate Level)
24. Employment Health and Well-being (Undergraduate Level)
25. Why We Work: Understanding Work Through the Prism of Art and Culture – SII 199 Course
26. Systems of Employee representation and Workplace High-Performance: The German Model (field-trip)
27. Working as an Internal Organizational Consultant

Doctoral and Graduate Supervision

Dan Smoosh (U of T Post-Doctoral Fellow, 2019-2021). Queen's University, 2019-present

Yao Yao (PhD Candidate, CIRHR U of T), Co-supervisor 2018-present

Guenther Lomas (PhD Candidate, CIRHR U of T), Co-supervisor 2017-present

Ronnie Osbourne (DBA, Henley College (UK); Rotman) "“I don't mind if you app: A study of application usage, and its relationship to demographic and personality traits.”" (Co-Supervisor) 2015-present

Amal Radie (PhD Candidate, CIRHR U of T), Supervisory Committee 2014-present

Neil McEvoy (DBA, Henley College (UK); Rotman) "Transformations in Healthcare" (Co-Supervisor) 2013-2018

Patrick Fallon (DBA, Henley College (UK); Rotman) "Successful IT Organizational Transformations" (Co-Supervisor) 2014-2019

Tingting Zhang (PhD Candidate, CIRHR U of T). Principal Supervisor 2014 – 2017

Umar Boodoo (PhD Candidate, CIRHR U of T). Principal Supervisor 2013 – 2016

Crystal Huang (PhD Candidate, CIRHR U of T), Supervisory Committee 2012-2016

Sophie Lee (PhD LSE) "“Corporate Governance and Executive Pay: An Integrative Approach”" July 2013. [External Reviewer]

Roongkiat Ratanabanchuen (PhD LSE) "“Demographic Transition, pension Schemes Investment and the Financial Market”" August 2013 [External Reviewer]

Qian (Lydia) He (PhD, U of T) "Three Essays on Disadvantaged Groups in the Labour Market" 2010-2013. [Supervisory Committee]

Doctoral and Graduate Supervision (cont'd)

Chika Oka (PhD Candidate, LSE), "Three Essays on Labour Standard Compliance: The Case of Cambodian Garment Industry", September 2006-March 2010. [PhD Co-Supervisor]. Winner of the 2010 LERA best dissertation]

Kartik Kumaramangalam (PhD LSE), "Three Essays on the Value of Public-Private Partnerships in Biotechnology", September 2002-December 2006 [PhD Co-Supervisor]

Caroline Agnew (York University), "Artists Run Organization and Community Development", 2010 [Co-supervisor]

Taha Ashfar (PhD LSE), "Corporate Philanthropy in the US and UK", March 2012 [External Reviewer]

Dominic H. Chai (PhD LSE), "Three Essays on Foreign Corporate Ownership", November 2009 [External Reviewer]

Lin Xiu (PhD, CIRHR, U of T) "Three Essays on Employment and Compensation in China", January 2009-2010 [Committee Member]

Amy Linden (PhD Candidate, CIRHR, U of T) "Age Discrimination and the Labour Market", January 2010-2015 [Committee Member]

Executive Education

1. iSolon/Fugro – Management and Leadership Seminars – (Kuala Lumpur, Malaysia; Houston, US)
2. Enterprise LSE – Consumer Behaviour Analysis Slovenian MBA Trade Mission – (London, UK)
3. MSU Graduate School of Business – Industrial Relations: A Primer for Managers – (Moscow, RU)
4. Enterprise LSE – European Employer-Employee Chemical Association – Industry Overview and Social Dialogue (Lisbon, Portugal, Wiesbaden Germany, London, UK)
5. Enterprise LSE – China Telecom Senior Executives –International Marketing /HRM (London, UK)
6. Indian Institute of Planning and Management – India and the Global Talent Crunch (Zurich, CHZ)
7. University of Zurich – International MBA Program – Global Marketing (Zurich, CHZ)
8. Groupe Desjardins – Demographic Market Analysis (Glendon College, York University)
9. Enterprise LSE – Citibank Private Banking Strategic Management Training (London, UK)
10. U of T Rotman/Henley College – DBA program teaching Qualitative Research Methods (Toronto, ON)
11. Osgoode Certificate in Labour Law - Osgoode Professional Development Centre (Toronto, ON)
12. Enterprise LSE – Diverse Cities and Economic Success – Spanish Civil Service (London, UK)
13. Munk School of Global Affairs – HRM in the Public Sector – Senior Chinese Civil Servants (Toronto, ON)
14. Korean HR Summit Delegation (2017-present)
15. CIRHR/Lancaster House Professional Development Seminar (May, June 2019)

Outreach/Service Education

City of Toronto "Cultural Hotspot Project", May-to-December 2014

Institute for Canadian Citizenship, Roundtable Discussant, Ontario Science Centre, April 29th, 2013.

Youth Justice Services, Ministry of Children and Youth Services, Government of Ontario , June, 2009: Delivered a one-day educational program on socio-economic conditions in east-end Toronto for Youth Justice Services staff.

London School of Economics (LSE) - Community Outreach Lecture Series (2006-2007): Delivered several invited guest lecturers to high school-aged students from disadvantaged neighbourhoods in London (UK).

Georgian Triangle Lifelong Institute (GITLI): Delivered April-May 2006 five lectures to the community of adult learners/retirees on the new advances in consumer behaviour and behavioural economics.

ACADEMIC AWARDS AND HONOURS

1. The 2018 ILR Review/LERA Best Paper Award for "Unions and Non-Standard Work" co-authored with D. Lamb. (2019)
2. The 2005 John T. Dunlop Outstanding Scholar Award for Exceptional Contributions to International and Comparative Labour and Employment Research – LERA (2006)
3. McGraw–Hill Best Paper Award in Business Economics, Global Conference on Business and Economics, Oxford (UK) (with David Foot) – (2005)
4. Honourable Mention Award for the Best Ph.D. Dissertation – IRRA (2001)
5. Emerging Scholars Award – American Compensation Association (1998)
6. Connaught Scholarship – University of Toronto (1997)
7. Open Fellowship – University of Toronto (1996)
8. Book Prize in Economics – York University (1995)

RESEARCH PUBLICATIONS

(a) Refereed Journal Publications (Articles published with authors in alphabetical order unless otherwise indicated)

1. "Unions and Non-Standard Work: Union Representation and Wage Premiums across Non-Standard Work Arrangements in Canada, 1997-2014" Industrial and Labor Relations Review, Volume 72, Number 4, August (2019), pp. 1009-1035. Rafael Gomez and Danillelle Lamb
2. "The "Good Workplace": The Role of Joint Consultative Committees, Unions and HR policies in Employee Ratings of Workplaces in Britain" Journal of Participation and Employee Ownership, Vol. 2 No. 1, (2019), pp. 60-90. Bryson, A; Gomez, R.; Kaufman, B.;Berry, M.; Wilkinson, A. and Lomas, G.
3. "Evaluating the State of the Employment Relationship: A Balanced Scorecard Approach Built on Mackenzie King's Model of an Industrial Relations System", Relations Industrielles/Industrial Relations. 73-4 (2019) pp.664-701. Gomez, R.; Kaufman, B; Berry, M; and Wilkinson, A.
4. "Taking the pulse at work: An employment relations scorecard for Australia", Journal of Industrial Relations. Vol 60, Issue 2 (2018) pp. 145 – 175. Adrian Wilkinson, Michael Barry, Rafael Gomez and Bruce E. Kaufman
5. "Unions and Traditionally Disadvantaged Workers: Evidence from Union Wage Premiums in Canada 2000 to 2012", Journal of International and Comparative Labour Studies. Volume 5, No. 3 September-October (2016). Rafael Gomez and Danielle Lamb
6. "Do Immigrants Gain or Lose by Occupational Licensing?" Canadian Public Policy 41(1) (2015) S80-S97. Rafael Gomez, Morley Gunderson, Xiaoyu Huang and Tingting Zhang
7. "What Accounts for the Union Member Advantage in Voter Turnout? Evidence from the European Union, 2002-2008" (2014) Relations industrielles / Industrial Relations, Volume 69, Number 4, pp. 732-765. Bryson, Gomez, Willman and Kretschmer
8. "Relative income, absolute income and the life satisfaction of older adults: do retirees differ from the non-retired?" (2014) Industrial Relations Journal, 45 (2): 281–299. doi: 10.1111/irj.12052. Boodoo, U. M.; Gomez, R. and Gunderson, M.
9. "Demographic Origins of the Great Recession: Implications for China" (2013) China & World Economy. Volume 21, Issue 2, pp. 97–118. Rafael Gomez and Danielle Lamb
10. "Managerial Hostility and Attitudes Towards Unions: A Canada-US Comparison" (2013) Journal of Labor Research. Volume 34, Issue 1, March 2013, pp.99-119. M. Campolieti, R. Gomez and M. Gunderson
11. "Does Non-Union Employee Representation Act as a Complement or Substitute to Union Voice? Evidence from Canada and the United States "(2013). Industrial Relations (Berkeley). Volume 52, s1, pp. 378–396. Michele Campolieti, Rafael Gomez and Morley Gunderson
12. "The Comparative Advantage of Non-Union Voice in Britain, 1980-2004:" (2013). Industrial Relations (Berkeley). Volume 52, s1, pp. 194–220. Alex Bryson, Rafael Gomez, Paul Willman, and Toby Kretschmer
13. "Labour Adjustment Implications of Service Offshoring: Evidence from Canada" (2013), British Journal of Industrial Relations. Volume 51, Issue 1, pp. 148–173. R. Gomez, M.Gunderson & R. Morissette
14. "For Whom the 'Retirement' Bell Tolls: Inter-temporal Comparisons Using the 1994 and 2002 Canadian GSS." (2011) Canadian Public Policy. 37(4), pp. 513-539. Rafael Gomez and Morley Gunderson
15. "What Accounts for the Representation Gap? Decomposing Canada—US Differences in the Desire for Collective Voice."(2011) Journal of Industrial Relations 53(3), pp. 425-449. Michele Campolieti, Rafael Gomez and Morley Gunderson
16. "Heterogeneous Worker Ability and Team-Based Production: Evidence from Major League Baseball, 1920-2009." (2011) Labour Economics. Vol.18 (3), pp. 310-319. Alex Bryson, Rafael Gomez Kerry Papps

17. "When Public Salaries Become Public Knowledge: Academic Salaries and Ontario's Public Salary Disclosure Act" (2010): Canadian Public Administration Journal. 53 (1), pp. 107-126. Rafael Gomez and Steven Wald
18. "Online Social Networking and Trade Union Membership: What the Facebook Phenomenon Truly Means For Labour Organizers" (2010) Labor History. 51(1), pp. 41-53. A. Bryson, R. Gomez and P. Willman
19. "Volunteering, Income Support Programs and Persons with Disabilities" Industrial Relations/Relations Industrielles. Vol. 64, No. 2 (2009), pp. 189-208. M. Campolieti, Rafael Gomez and M. Gunderson
20. "The Importance of Being Mature: The Effect of Demographic Ageing on Global Per-Capita GDP." Journal of Population Economics, Vol. 21 No.3 (2008), pp. 589-608. Pablo Hernandez de Cos and Rafael Gomez
21. "Does Population Ageing Promote Faster Economic Growth?" Review of Income and Wealth. Vol. 54, No.3 (2008), pp. 350-372. Pablo Hernandez de Cos and Rafael Gomez
22. "The Diffusion of Workplace Voice and High-Commitment Human Resource Management Practices in Britain, 1984-1998." Industrial and Corporate Change, Vol. 16, No.3 (Fall, 2007), pp. 395-426. Alex Bryson, Rafael Gomez, Tobias Kretschmer and Paul Willman.
23. "The Long Goodbye: The Rise and Fall of Representative Voice in Britain." International Journal of Human Resource Management, Vol. 18, No.7 (2007), pp. 1318-1334. Alex Bryson, Rafael Gomez and Paul Willman
24. "The Sound of Silence: Why Do Some Employers Fail to Offer Employee Voice?" Socio-Economic Review, Vol. 4, No. 2 (2006), pp. 8-24. Alex Bryson, Rafael Gomez and Paul Willman.
25. "Voice at Work...What Do Employers Want?" Socio-Economic Review, Vol.4, No.2 (2006), pp. 1-7. Alex Bryson, Rafael Gomez and Paul Willman.
26. "Why Have Workers Stopped Joining Unions?" British Journal of Industrial Relations, Vol.43, No. 1 (2005), pp. 67-92. Alex Bryson and Rafael Gomez.
27. "Youth-Adult Differences in the Demand for Unionisation: Are American, British and Canadian Workers All That Different?" Journal of Labor Research, Vol 26, No.1 (Winter, 2005), pp. 155-167. Alex Bryson, Rafael Gomez, Noah Meltz and Morley Gunderson.
28. "The Two-Way Interaction Between Globalisation and Labour Market Policies." Oxford Development Studies, Vol.32, No.1 (2004), pp.135-152. Andrew Downes, Rafael Gomez and Morley Gunderson.
29. "Age Structure, Income Distribution and Economic Growth." Canadian Public Policy. Vol. 29 (January, 2003), pp. S142-S161. Rafael Gomez and David K. Foot.
30. "Volunteer Activity and the Demands of Work and Family." Industrial Relations/Relations Industrielles, Vol. 58, No. 4 (December, 2003), pp. 1-12. Rafael Gomez Morley Gunderson.
31. "Comparing Youth and Adult Desire for Unionization in Canada." British Journal of Industrial Relations, Vol. 40, No.3 (2002), pp. 521-542. Rafael Gomez Morley Gunderson and Noah Meltz.
32. "Mandatory Retirement Legislation: A Constraint on Transitions to Retirement?" Employee Relations, Vol. 24, No.4 (2002), pp. 403-422. Rafael Gomez Morley Gunderson and Andrew Luchak.
33. "Salary Compression and Team Performance: Evidence from the National Hockey League." Zeitschrift Fur Betriebswirtschaft. Vol.4, No.4 (January 2002), pp. 203-220.
34. "Membership Has Its Privileges: Social Capital, Neighbourhood Characteristics and the Earnings of Micro-finance Borrowers" The Canadian Journal of Economics, Vol.34, No.4 (November, 2001), pp. 943-966. Rafael Gomez and Eric Santor.

(b) Papers in Proceedings, Policy and Law Journals (All articles published with authors in alphabetical order)

1. "A Bridge Too Far? Using Internal Workplace Committees to Ensure Employment Standards Compliance and Plug the Representation Gap in the Wagner Act Model", Canadian Labour & Employment Law Journal, Vol. 21, No. 2 (2018), pp 361-398. Rafael Gomez and Sean O'Connor
2. "Can Local Actors Foster a More Inclusive and Sustainable Model of Economic Development? The Role of Business Improvement Areas in the "New" Industrial Policy", Osgoode Hall Law Journal. 54: S1 (2017) pp.1019-1049. Matias de Devotiis, Juan Gomez and Rafael Gomez
3. "Workplace Voice and Civic Engagement: What Theory and Data Tell Us About Unions and Their Relationship to the Democratic Process" (2013) Osgoode Hall Law Journal, Volume 50, Number 4, pp. 965-998. Alex Bryson, Rafael Gomez, Tobias Kretschmer and Paul Willman
4. "The Destiny of Demographic Change". (2013). Policy Options/Options Politiques. IRPP. Vol 34:4, pp. 55-57. David Foot and Rafael Gomez
5. "Corporate Social Responsibility and Greater Worker Protection: Two sides of the Same Coin?" (2012). Beyond Borders: Governance of Work in a Global Economy: Proceedings of the 16th ILERA World Congress. <http://ilera2012.wharton.upenn.edu/> . Rafael Gomez and Anil Verma.
6. "Team performance and the optimal spread of talent" (2011). CentrePiece Magazine (LSE) 16 (1) Summer 2011, pp. 22-24. Alex Bryson, Rafael Gomez and Kerry Papps.
7. "Labour Adjustment Implications of Offshoring of Business Services." (January, 2010). In Offshore Outsourcing: Capitalizing on Lessons Learned: Conference Proceedings. The Rotman School of Management and Industry Canada. Daniel Treffler (ed). Rafael Gomez and Morley Gunderson. <http://www.rotman.utoronto.ca/offshoring/>
8. "Business Incentives in the Crisis Context" (2010) Journal of the Moscow State University: Series "Management" Vol 24: 2, pp. 23-30. (in Russian: "Vestnik Moskovskogo Universiteta. Seriya XXIV. Management", ISSN 0201-7385, ISSN 2075-5996). Rafael Gomez and Anil Verma
9. "Les relations avec les employés se déroulent-elles dans un vacuum? Des constats récents sur la responsabilité sociale des entreprises et les relations avec les employés au Canada" (2010) Regards croisés sur les mutations du travail. Sous la direction de Paul-André Lapointe, Julien Pelletier et François Vaudreuil. Les Presses de L'Université de Laval. pp.51-62. Rafael Gomez and Anil Verma.
10. "Does the Microfinance Lending Model Actually Work?" Journal of Diplomacy and International Relations. Volume IX, No. 2 (2008), pp. 37-56. Rafael Gomez and Eric Santor
11. "Causas y consecuencias de participación en actividades de voluntariado: Una perspectiva canadiense." Revista de Economía Social. Nº 46, (febrero de 2008) 1-8. ISSN 1137-4748. M. Gunderson (translación Juan Gomez)
12. "From the Two faces of Unionism to the Facebook Society: Union Voice in a 21st Century Context." Labor and Employment Relations Association Series, Proceedings of the 60th Annual Meeting, (October, 2008), pp. 51-60, Alex Bryson, Rafael Gomez and Paul Willman.
13. "Non-Standard and Vulnerable Workers: A Case of Mistaken Identity?" Canadian Labour and Employment Law Journal, Vol. 12, No. 2 (2005), pp. 267-283. Rafael Gomez and M. Gunderson.
14. "Religiosity and Unionisation: A Cross-Country Comparison." (October, 2002), pp.127-135. Papers and Proceedings 38th Annual CIRA Congress: Rethinking Institutions for Work and Employment. Rafael Gomez, Seymour Martin Lipset and Noah Meltz.
15. "The Supply and Demand of Unionisation Revisited: Evidence from the U.S. and Canada" 53rd Annual Proceedings of the IRRA, (October, 2001), pp. 163-172. Rafael Gomez, Seymour Martin Lipset and Noah Meltz.

(c) Books (Books and volumes published with authors in alphabetical order unless otherwise indicated)

1. The Everyday Leader (2019), London (UK): Bloomsbury Press. John Cross, Rafael Gomez and Kevin Money.
2. Small Business and the City: The Transformative Potential of Small Scale Entrepreneurs. (2015). Toronto: Rotman/UofT Press. Rafael Gomez, Matt Semansky and Andre Isakov.
3. The Little Black Book for Managers: Maximizing Your Key Moments of Power as a Manager (2013). Chichester: Capstone-Wiley Press. John Cross, Rafael Gomez and Kevin Money
4. The Paradox of American Unionism. (2004) Ithaca: Cornell University Press. Seymour Martin Lipset, Noah Meltz, Rafael Gomez and Ivan Katchonovski.

(d) Edited Volumes and Educational Publications

1. China and the Long March to Global Trade: The Accession of China to the WTO, (2002) London: Routledge. Alan Alexandroff, Sylvia Ostry and Rafael Gomez (editors).
2. Principles of Marketing: A Subject Guide (2005). London: University of London. Rafael Gomez and Haider Ali.

(e) Chapters in Books (Chapters published with authors in alphabetical order unless otherwise indicated)

1. "The Twin Track Model of Employee Voice: An Anglo-American Perspective on Union Decline and The Rise of Alternative Forms of Voice". In Employee Voice at Work (eds), Singapore: Springer. Peter Holland, Julian Teicher, and Jimmy Donaghey (eds). With Alex Bryson, Richard Freeman, Rafael Gomez and Paul Willman
2. "Canada and the 4th Industrial Revolution: Opportunities for the Many?*" (2018). In Work in the Digital Age Challenges of the Fourth Industrial Revolution. (eds) Jacqueline O'Reilly, Florian Ranft and Max Neufeind London: Rowman & Littlefield International / Policy Network. With Juan Gomez and Rafael Gomez
3. "All-Star or Benchwarmer? Relative Age, Cohort Size and Career Success in the NHL" (2017). in Breaking the Ice: The Economics of Hockey, Amsterdam: Springer. Bernd Frick (ed). With Alex Bryson, Rafael Gomez and Tingting Zhang.
4. "Power Games: Understanding the True Nature of Season Ending Labour Disputes in Major League Baseball and the National Hockey League" (2016) The Research Handbook of Employment Relations in Professional Sport, London: Edward Elgar Press. Michael Barry, (eds). With P. Bouris and Rafael Gomez
5. "Labour Market Policies in the Provinces" Canadian Provincial Politics, 3rd Edition, Edited by Chris Dunn, University of Toronto Press (2015). With Rafael Gomez and Morley Gunderson.
6. "Employee Voice and the Transaction Cost Economics Project." The Handbook of Research on Employee Voice . Adrian Wilkinson, Jimmy Donaghey , Tony Dundon and Richard Freeman (eds). New York: Edward Elgar Press. (2014). With Rafael Gomez, Paul Willman, Tobias Kretschmer and Alex Bryson.
7. "Does Employee Relations Occur in a Vacuum? Recent Evidence on Corporate Social Responsibility and Employee Relations in Canada." Different Perspectives on Work Changes. (2011). Edited by Paul-André Lapointe, Julien Pelletier et François Vaudreuil. Les Presses de L'Université de Laval. P.53-65. With R. Gomez and A.Verma.
8. "Mandatory Retirement: Myths, Myths and More Darn Myths." (2010). In Retirement Policy Issues in Canada Michael G. Abbott, Charles M. Beach, Robin W. Boadway, and James G. MacKinnon (eds). McGill-Queen's University Press. R.Gomez & M.Gunderson.
9. "Voice at the Workplace: Where do we find it, why is it there and where is it going?" (2010). In The Evolution of the Modern Workplace: A Quarter Century of Change in British Employment Relations, Alex Bryson and John Forth (eds). Cambridge University Press. Paul Willman, Rafael Gomez and Alex Bryson
10. "Voice in the Wilderness: The Shift from Union to Non-Union Voice in Britain," (2010). In The Oxford

Handbook of Participation in Organizations, Edited by Adrian Wilkinson, Paul J. Gollan, Mick Marchington and David Lewin (eds), Paul Willman, Rafael Gomez and Alex Bryson

11. "Disabled Persons and Non-Standard Work." (2009). In Essays on Economics, Disability and Employment. Madrid: Delta Publicaciones. Pablo Alonso Gonzalez, Jose Javier Nunez Velazquez, and Marta Pascual Saez (eds). Michele Campolieti, Rafael Gomez and Morley Gunderson.
12. "Creation of Values and Principles: Canada's Experience with the CUSFTA and NAFTA." In The Politics of Trade: The Role of Research in Trade Policy and Negotiation. Diana Tussie (ed), Amsterdam: Brill Publishing. (2009). Rafael Gomez and Morley Gunderson.
13. "Have Young Workers Lost Their (Collective) Voice?" (2008). In Youth Employment in the Global Economy, Greg Defreitas (ed). Michele Campolieti, Rafael Gomez and Morley Gunderson.
14. "The Social, Political and Economic Labour Relations Environment." (2009). In Union Management Relations in Canada. Morley Gunderson and Daphne Taras (eds). Toronto: Pearson Education. Frank Reid and Rafael Gomez.
15. "Say What? Employee Voice in Canada." (2007). In What Workers Say: Voice and Voicelessness in the Anglo-Saxon World,. Ithaca: Cornell University Press. Richard Freeman, Peter Boxall, and Peter Hayes (eds). Mike Campolieti, Rafael Gomez and Morley Gunderson.
16. "Does Economic Convergence Lead to Social Policy Convergence? An Analysis of North American and International Linkages." (2005). In Social and Labour Market Aspects of North American Economic Integration, Richard Harris and Thomas Lemieux (eds). Rafael Gomez and Morley Gunderson.
17. "From Playstations to Workstations: Young Workers and the Experience-Good Model of Trade Union Membership" (2004). In Unions in The 21st Century, London: Palgrave. Thomas Kochan and Anil Verma (eds). Rafael Gomez and Morley Gunderson.
18. "Nice Guys Can Finish First: Balancing Competing Interests as an Industrial Relations Paradigm." (2004). In Theoretical Perspectives on Work and the Employment Relationship. Industrial Relations Research Volume. Bruce Kaufman (ed). John Budd, Rafael Gomez and Noah Meltz.
19. "The End of the Affair? Employers and Trade Unions in Britain," (2004). In Union Organization and Activity in Britain (Routledge Series Volume 2). John Kelly and Paul Willman (eds). With Paul Willman, Alex Bryson and Rafael Gomez.
20. "The Social, Political and Economic Labour Relations Environment," (2004). In Union Management Relations in Canada. Morley Gunderson Allen Ponak and Daphne Taras (eds). Toronto: Pearson Education. Frank Reid, Noah Meltz and Rafael Gomez.
21. "The Experience-Good Model of Union Membership," (2004). In The Changing Role of Unions: New Forms of Representation. Phanindra V. Wunnava (ed). M.E. Sharpe. Rafael Gomez and Morley Gunderson.
22. "Buying Into Union Membership: Unionisation as an Experience Good in Britain, Canada and the US," (2003). In Representing Workers: Recognition and Trade Union Membership in Britain (Routledge Series Volume 1) H. Gospel and S. Wood (eds). Alex Bryson and Rafael Gomez.
23. "Multilateral Worker Protection in an Era of Footloose Capital," (2002). In Human Resource Development and Workplace Governance in the Caribbean. N. Cowell and C. Branche (eds).
24. "Marching on Together? Recent Trends in Union Membership," (2002). In British Social Attitudes: The 19th Report, Park, A., Curtice, J., Thomson, K., Jarvis, L. and Bromley, C. (eds) London: Sage. Alex Bryson and Rafael Gomez.
25. "The Integration of Labour Markets in North America," (2002). In Capacity for Choice: North American Economic and Social Integration. George Hoberg ed., Toronto: University of Toronto Press. Morley Gunderson and Rafael Gomez.

26. "Where do we go Frome Here? The Concluding Chapter" China and the Long March to Global Trade: The Accession of China to the WTO, (2002) London: Routledge. Alan Alexandroff, Sylvia Ostry and Rafael Gomez (eds). Alan Alexandroff and Rafael Gomez.

27. "A General Introduction" China and the Long March to Global Trade: The Accession of China to the WTO, (2002) London: Routledge. Alan Alexandroff, Sylvia Ostry and Rafael Gomez (eds). Alan Alexandroff and Rafael Gomez.

28. "Volunteer Activity amongst the Unemployed," (2001). In The Earnings Supplement Project Volume II, Social Research Demonstration Corporation of Canada (SRDC), Saul Schwartz (ed). Morley Gunderson and Rafael Gomez.

(f) Published Working and Discussion Papers

1. "The "Good Workplace": The Role of Joint Consultative Committees, Unions and HR Policies in Employee Ratings of Workplaces in Britain" (2019) IZA Discussion Paper No. 11860. With Bryson, A; Kaufman, B; Berry, M; Wilkinson, A. and Lomas, G.

2. "The Twin Track Model of Employee Voice: An Anglo-American Perspective on Union Decline and the Rise of Alternative Forms of Voice*" (2017), IZA Discussion Paper. No. 11223. With Alex Bryson, Richard B. Freeman, & Paul Willman

3. Workplace Democracy 2.0: Towards a New Agenda for Employee Voice and Representation in Canada" Broadbent Institute Discussion Paper (2016). pp. 60pgs. With Juan Gomez

4. "All-Star or Benchwarmer? Relative Age, Cohort Size and Career Success in the NHL". 2014. IZA Discussion Paper No. 8645. Bryson, Alex and Zhang, Tingting.

5. "Union workplace voice and civic engagement". (2012) NIESR discussion papers, 394. National Institute of Economic and Social Research, London, UK. With Bryson, Kretschmer and Willman.

6. "The Effect of income support programs on Volunteerism among disabled individuals". Labour Market Matters, CSLRN. Vol 3(6), June 2011. Campolieti, Michele & Gunderson, Morley.

7. "Heterogeneous Worker Ability and Team-Based Production: Evidence from Major League Baseball, 1920-2009" March, 2011. CSLRN Working paper series. No. 75. With Alex Bryson, Kerry Papps, and Rafael Gomez.

8. Alex Bryson & Papps, K.L. & Gomez, R., 2010. "Heterogeneous Worker Ability and Team-based Production: Evidence from Major League Baseball, 1920-2009" NIESR Discussion Papers 365.

9. Papps, Kerry L. & Bryson, Alex & Gomez, Rafael, 2010. "Heterogeneous Worker Ability and Team-Based Production: Evidence from Major League Baseball, 1920-2009," IZA Discussion Papers 5225, Institute for the Study of Labor (IZA).

10. Alex Bryson & Rafael Gomez & Kerry L. Papps, 2010. "Heterogeneous Worker Ability and Team-Based Production: Evidence from Major League Baseball, 1920-2009," CEP Discussion Papers dp1015, Centre for Economic Performance, LSE.

11. "Employee Voice and Private Sector Workplace Outcomes in Britain, 1980-2004," NIESR Discussion Paper No. 329. (2009). Alex Bryson, Paul Willman, and Toby Kretschmer.

12. "Volunteering, Income Support Programs and Disabled Persons," 2009. CLSRN Working Papers No. 16, UBC Department of Economics, revised 16 Feb 2009. Campolieti and Gunderson 2009.

13. Gomez, Rafael & Gunderson, Morley, 2009. "For Whom the 'Retirement' Bell Tolls: Inter-temporal Comparisons Using the 1994 and 2002 Canadian General Social Survey," CLSRN Working Papers clsrn_admin-2009-31, UBC Department of Economics, revised 22 Apr 2009.

14. "Trading Places: Employers, Unions and the Manufacture of Voice," CEP Discussion Paper No. 0884, (2008). With Alex Bryson and Paul Willman
15. "Employee Voice and Human Resource Management: An Empirical Analysis using British Data." PSI Research Discussion Paper No. 27. (2008). Bryson, Willman, and Kretschmer.
16. "From the Two faces of Unionism to the Facebook Society: Union Voice in a 21st Century Context." Manpower Human Resources Lab Discussion Paper No.6, (2008) London: CEP.
17. "The Importance of Being Mature: Demographic maturation and global per-capita GDP." (August 2006) European Central Bank (ECB) Publication No. 670. Pablo Hernández de Cos,
18. "Population Ageing and Sectoral Growth: The Case of the UK." International Journal of International Business Economics. (2006). Rafael Gomes and David Foot.
19. "Demographic Maturity and Economic Performance: The Effect of Demographic Transitions on Per Capita GDP Growth." Central Bank of Spain (Banco de Espana) (2004) Publication No. 0318. Rafael Gomez and Pablo Hernández de Cos.
20. 'Why Do Voice Regimes Differ?' Centre for Economic Performance Discussion Paper No. 591, London School of Economics (2003). Paul Willman, Rafael Gomez, and Alex Bryson.
21. "Why Have Workers Stopped Joining Unions?" Centre for Economic Performance Discussion Paper No.589, London School of Economics (2003). With Alex Bryson.
22. 'Segmentation, Switching Costs and the Demand for Unionization in Britain', Centre for Economic Performance Discussion Paper No. 568 (2002), London School of Economics. With Alex Bryson.
23. "Age structure, income distribution and economic growth" European University Institute Working Paper, E72 NO.2002/36. (2002). With David K. Foot.
24. "Zero Sum Illusion: industrial relations and modern economic approaches to growth and income distribution" European University Institute Working Paper, E72 NO.2002/37. (2002). Rafael Gomez and Noah Meltz.
25. "Social Capital and Local Economic Development," (1999). LEED Research Paper 4-1999E, Local Economic and Employment Development (LEED) Programme, OECD.

(g) Book Reviews

1. Review of *Voice and Involvement at Work: Experience with Non-Union Representation*. Edited by Paul J. Gollan, Bruce E. Kaufman, Daphne Taras, Adrian Wilkinson .New York and Oxford: Routledge, 2015. 420 pp. In Industrial and Labor Relations Review (2015) 68 :5, pp.1226-1227
2. Review of *Interregional Migration and Public Policy in Canada* (2012) by Kathleen M. Day and Stanley L. Winer. Montreal and Kingston: McGill-Queen's University Press. 408 pages .In Journal of Regional Science (2012) Vol. 52, No. 5, 2012, pp. 892-893.
3. Review of *The Thought of Work* by John W. Budd. (2011). Ithaca, NY: Cornell University Press. 264 pages. In Relations industrielles / Industrial Relations (2012) vol. 67, n° 2, pp. 331-333
4. Review of *the Future of the Internet: And How to Stop it* by Jonathan Zittrain Oxford University Press. 2008. In Labor History 51(1), pp.150-152 (2010). With Alex Bryson and Paul Willman
5. Review of *Globalization and Labor Conditions: Working Conditions and Worker Rights in a Global Economy* by Robert J. Flanagan Oxford University Press. 2006. In Economica (Spring, 2010), vol.77 issue 305, pp. 207-208
6. Review of *Partisanship, Globalization, and Canadian Labour Market Policy: Four Provinces in Comparative Perspective* by Rodney Haddow and Thomas Klassen, 2006, University of Toronto Press x/390. In Industrial and labor Relations Review (September, 2007) pp. 589-590.

7. Review of *Self-Employed Workers Organize: Law, Policy and Unions* by Cynthia Cranford, Judy Fudge, Eric Tucker and Leah Volko. Canadian Public Policy (September, 2006) pp. 339-340.
8. Review of *Employment with a Human Face* by John Budd. Industrial Relations/Relations Industrielles Vol. 59:2 (April, 2004) pp. 438-439.
9. Review of *Labor Standards in the United States and Canada* edited by Richard N. Block, Karen Roberts and R. Oliver Clarke. British Journal of Industrial Relations 42:2, (2004) pp. 410-411.

(h) Revise and Resubmit

1. "Why it's hard to organize a union and get a decent contract" Chapter 6 in Canadian Labour Policy and Politics: Inequality and Alternatives, Don Wells and John Peters (eds). Toronto: Oxford University Press. With Jennifer Harmer

(i) Submissions to Journals/Publishers

1. "The Caring Economy: How caring for others will transform our notions of work and reshape our economic fortunes" University of Toronto Press. UTP Insights Series. Book proposal approved (2017). With Trisha Orzech
2. "The incidence and quality of worker representation inside the firm: evidence from four English-speaking economies" Submitted to special issue of British Journal of Industrial Relations (Fall 2019). With Bryson, A; Kaufman, B; Berry, M; Wilkinson, A. and Lomas, G.

(j) Work in Progress

1. "What do Workers "do" With Union Membership? Further Evidence of the Union-Civic Engagement "Effect" from American and Canadian Workers"
2. "A social network analysis of the Canadian union movement." With Tingting Zhang
3. "Does CSR Increase Following Downturns in Financial Performance? Evidence from Canadian Publicly Listed Firms". British Journal of Industrial Relations. February 2017. Co-authors: Chika Oka and Anil Verma.

(k) Conference/Symposiums Organized

1. Cuban Labour Relations: One-Day Symposium - Friday, September 15, 2017. Location: Kruger Hall Commons, Woodsworth College, UofT 119 St. George Street. Co-hosted with the Comparative Research in Law and Political Economy Network, Osgoode Hall Law School, the Canadian Association of Labour Lawyers / Association Canadienne des avocats du mouvement syndical.
2. The New Economy and a Basic Income Guarantee One-Day Conference. Location: Innis Town Hall, University of Toronto, Mon. May 29 2017 CLMR and CIRHR brought together over 20 speakers from academia, community, labour, law, and policy, as well as over 120 representatives from various stakeholder groups, for a one-day conference to identify changes to the nature of employment, labour and work that have pushed stakeholders in work arrangements (e.g., government, industry, labour, and workers) towards considering changes to social programs.
3. Symposium on Employers and Voice at Work (co-organizer Alex Bryson), Society for the Advancement of Socio-Economics (SASE), Washington, DC, July 9-11, 2004.

(l) Reports to Governments, Non-Governmental Organisations and Expert Witness Reviews

1. "Expert Report on the Labour Market Rationale(s) for Age-based Distinctions in Employer-Provided Benefits" An expert opinion submitted on behalf of the Ministry of Attorney General, British Columbia in the *Okanagan College v Okanagan College Faculty Association* (Post 65- Benefits Grievance. July 2019)

2. "Linked Employer-Employee Surveys: A Review for the Canadian Labour Market" A Report produced for Employment and Social Development Canada (ESDC), Ottawa, (March 2019).
3. "Workplace Voice: A Pathway to Enhanced Employee Engagement, Increased Productivity and Better Jobs" (2018). A Report prepared for the Duke Heights BIA (DHBA), North York, ON.
4. "Workplace Democracy 2.0: Towards a New Agenda for Employee Voice and Representation in Canada" Broadbent Institute Report (2016). pp. 60pgs. w/t Juan Gomez.
http://www.broadbentinstitute.ca/workplace_democracy
5. "Employee Voice and Representation in the New World of Work: Issues and Options for Ontario" (2016). Ministry of Labour (Government of Ontario). *Changing Workplaces Review*.
<https://cirhr.library.utoronto.ca/academic-research-projects>
6. "Ontario Nurse Staffing and Simulation Modelling Project". Ministry of Health and Long Term Care (Government of Ontario). *2015-2017 (Advising William Skilliter MOHLTC lead)*
7. "Computershare's Global Survey of Employee Ownership: Local Canadian Commentary". August 2014.
http://www.computershare.com/News/LSE%20Press%20Release%20Canada_Oct%201.pdf
8. "Analysis, Diagnostico y Propuestas de mejora del Turismo en Aragon: del Turismo como Riesgo a la oportunidad de un Turismo Sostenible". A Report produced for the Autonomous Region of Aragon, Spain. (March 2011). Co-author team includes principal co-author Maria Victoria Sanagustin Fons and Jose Antonio Mosene Fierro (Universidad de Zaragoza, Spain).
9. "Comparative Study of Labour Legislation Governing Enterprises in the Canadian Horticulture Sector #01B68-10-0919." Produced for Agriculture Canada (AAFC) Horticulture Value Chain Roundtable (HVCRT) Labour Working Group (LWG) - Government Policies and Regulations, (August, 2011). W/t eMerge Partners Inc,
10. "Negotiating Over Classification and Pension Systems in the Federal Civil Service: Theory and Evidence from Canada and Abroad" Expert review for Public Service Alliance Of Canada (PSAC), April 2011.
11. "Ontario Ministry of Labour Dispute Resolution Services Branch: A Satisfaction Survey of Dispute Resolution Services Clients". Survey administration, data collection and student research guidance. (January-April 2011)
12. "The Local Economic Infrastructure of Business Improvement Areas in the City of Toronto: End of Project Report". Produced for Infrastructure Canada (INFC), (March,2010).
13. "Summary Report of the BIA Membership Survey Study" Prepared for Wexford Heights Business Improvement Area, (2009).
14. "Employer Sponsored Pensions and Labour Mobility" Prepared for HRSDC, Research Division (2009). (w/t Morley Gunderson).
15. "Do OAS and GIS Payments Influence The Financial and Social Well-being of Seniors?" Prepared for HRSDC-Industry Canada Pre-Policy Discussion Series, (2009).
16. "The Changing Nature of Work and the Impact on Labour Mobility of Regulated Professionals in Canada". Prepared for Labour Mobility Division, Skills and Employment Branch of HRSDC (2008). (W/t Juan Gomez and Morley Gunderson).
17. "Virtual Work: A UK and European Perspective" Prepared for 13th International Metropolis Conference Sponsored Study for Labour Market Integration Directorate, HRSDC (2008).
18. "The Case for and against Wage Insurance in Canada" Prepared for HRSDC and Industry Canada in Pre-Policy Discussion Series, (April, 2008).

19. "The UK Police Pay Dispute: An Expert Opinion on Whether the 2.5% award would lead to inflation" The UK Police Association, April 2008.
20. "Economic Challenges for European Employer-Employee Chemical Association" A Report Prepared for the EECA (February, 2008).
21. "Globalisation and Labour Market Adjustment: A Symposium Summary" Prepared for HRSDC-IC Roundtable on Globalisation and Labour Adjustment Initiative (September 2007).
22. "Interprovincial Labour Mobility" (2007). Prepared for HRSDC-IC Roundtable on Internal Trade: Opportunities and Challenges. (w/t M. Gunderson).
23. "Imperfections in the Market for Skilled Workers" (2006) HRSDC – Industry Canada. Prepared for Skills Research Initiative On Adjustment in Markets For Skilled Workers. (w/t M.Gunderson)
24. "Adjustment in Labour Markets Internal and External to the Firm" (2006) HRSDC/Industry Canada. For Skills Research Initiative On Adjustment in Markets For Skilled Workers. (w/t M.Gunderson)
25. "Unions and CEO Pay in America" (2005) Bureau of National Affairs Research Volume. (w/t K.Tzioumis)
26. "Seasonal Workers in Canada: An Analysis Using the 2001 General Social Survey." An HRSDC-IC-Skills Research Initiative Report, 2005. (w/t M.Gunderson)
27. "Non-Standard Work in Canada: An Analysis Using the 2001 General Social Survey." An HRSDC-IC-Skills Research Initiative Report, 2005. (w/t M.Gunderson)
28. "The Effect of Workforce Aging On Labour Market Institutions and Workplace Human Resource Practices in Canada." An HRSDC-IC-Skills Research Initiative Report, 2005. (w/t M.Gunderson)
29. "The Costs and Benefits of Retirement in An Ageing Workforce: An Analysis Using the 2002 General Social Survey" An HRSDC-IC-Skills Research Initiative Report, 2005. (w/t M.Gunderson)
30. "Turnover @ the Top: A solution to executive turnover?" A Report prepared for iSolon Ltd, 2001.
31. "The State of Micro-Credit in Canada" Report to the Department of Finance, Canada (Economic Development Policy Branch). (w/t Susannah Cameron, Craig Churchill and Eric Santor) 1999.
32. "The Role of Social Capital in Local Economic Development." Report prepared for OECD Local Economic and Employment Development (LEED) Programme, January 1999.
33. "The Determinants of Successful Borrowing" Report for Calmeadow-Metrofund, Dec 1998

(m) Op-Ed Pieces, Blog Features, Newspaper and Magazine Articles

1. "The Case for Leading From Behind: Why Good Leaders Sometimes Have to Hide Their Power and Authority" Training Industry Magazine October 23, 2019. <https://trainingindustry.com/articles/leadership/the-case-for-leading-from-behind-why-good-leaders-sometimes-have-to-hide-their-power-and-authority/> (with John Cross and Kevin Money).
2. "Too many workers lack a voice – and that hurts employers, too", The Toronto Star, op-ed piece (with Sean O'Connor), Fri., Jan. 19, 2018.
3. "Business Improvement Area 2.0: Place-Based Industrial Strategy" Meeting of the Minds Blog. October 10, 2017. With Juan Gomez and Matias DeDovitis <https://meetingoftheminds.org/business-improvement-area-2-0-place-based-industrial-strategy-23338>
4. "Is a 21st-century model of labour relations emerging in Canada?" The Globe and Mail, op-ed piece (with Maurice Mazerolle, Richard Chaykowski), September 3rd, 2017.

5. "Small Business and City Life" (February 9, 2016), *Meeting of the Minds Blog Feature*. Co-authors: Andre Isakov and Matt Semansky. <http://cityminded.org/small-business-and-city-life-14858>
6. "Will you become an All-Star Athlete? The answer may depend on when you were born." (2016) USAPP Blog, LSE. <http://bit.ly/1MpWCXg>
7. "Universal Unionism" (September 29th, 2013). *Unions21*. With Alex Bryson. <http://www.unionhome.org.uk/?p=2842>
8. "Strengthening Democracy" (2012) *Progress Online*. Posted November 1 2012. With Alex Bryson. <http://www.progressonline.org.uk/2012/11/01/strengthening-democracy/>
9. "How Unions Could Help Solve the Democratic Deficit" (2012) *Unions21*. Posted Thursday September 27, 2012. Union Home (UK). With Alex Bryson. <http://www.unionhome.org.uk/?p=367>
10. "Open source unionism: A model for the underrepresented worker?" (June 29th, 2012) in *The National Post/Media Planet Insert*, p.3.
11. "Ontario's Youth Unemployment: We Must Step up the Economic Growth Agenda" (September 13, 2011). *The Globe and Mail*. Online Editorial Section. <http://spon.ca/ontario%E2%80%99s-youth-unemployment-we-must-step-up-the-economic-growth-agenda/2011/09/15/>
12. "The Disappearing Middle Income Earner and Union Decline". (September 30th, 2011) in *The National Post/Media Planet Insert*, p.7. http://www.hsa.ca/news_files_collection/unionized_labour.pdf
13. "Team performance and the optimal spread of talent" (June 2011). *CentrePiece Magazine* Vol.16 (1): 22-24. With Alex Bryson and Kerry Papps.

(n) Journal Referee

Labour Economics; Public Administration Journal (Brock University); *British Journal of Industrial Relations* (LSE), *Contemporary Economic Policy*, *Economica* (LSE); *Canadian Journal of Economics*; *Human Relations*; *Industrial and Labor Relations Review* (Cornell), *Industrial Relations* (Berkeley), *Oxford University Press* (Management), *Economic Journal* (University of York), *Journal of Public Administration* (Washington U), *European Journal of Industrial Relations* (LSE), *Industrial Relations/Relations Industrielles* (Laval U); *Journal of Industrial Relations* (Nottingham U); *Public Administration Review* (Indiana U); *Industrial Relations Journal* (U Sydney); Routledge (UK)

RESEARCH AWARDS, GRANTS AND RECORD OF OUTCOME

2019	"Income Security and labour market engagement: envisioning the future of disability policy in Canada" SSHRC PG 895-2012-1017 – (2 yrPost Doc stipend \$120k, 2019-2021)- co-applicant
2015	SSHRC Insight Research Grant "What's the Problem At Work? Taking the Pulse of Managers and Workers to Chart a Future for Employment Relations Policy and Practice" (2015-2018), \$139k (CDN)
2014	SSHRC Partnership Grant "Adapting Canadian Work and Workplaces to Respond to Climate Change: Canada in International Perspective" (2014-2020) – Co-researcher
2014	IRC Research Grant "What's the Problem At Work? Taking the Pulse of Managers and Workers to Chart a Future for Employment Relations Policy and Practice" Co-researcher
2014	ARC Research Grant "What's the Problem At Work? Taking the Pulse of Managers and Workers to Chart a Future for Employment Relations Policy and Practice" Co-researcher
2014	SSHRC Insight Grant "Corporate Social Responsibility, Supply Chain Compliance and Positive Employee Relations" <i>Recommended for funding (No funding available)</i> .

- 2013 CLMR Grant "The union Wage Premium in the Shadow of the Great Recession" (12 months – 7k shared with D. Lamb)
- 2013 SSHRC Insight Grant "What's the Problem At Work? Taking the Pulse of Managers and Workers to Chart a Future for Employment Relations Policy and Practice" *Recommended for funding (No funding available).*
- 2011 Lee-Chin Institute Grant " Why Do Firms Invest in CSR?". W/t Anil Verma.
- 2007 Infrastructure Canada Grant "The Local Economic and Social Infrastructure of Business Improvement Areas in Canada" (2.5 yrs - \$124k). Book and various outreach activities.
- 2006 CSLRN Grant on "Disability and Volunteer Work in Canada". *Completed draft and published in 2009. See refereed publications entry no.1.*\$20k shared w/t co-author)
- 2006 CSLRN Grant on "Decomposing Changes in Expected Age of Retirement in Canada". *Completed draft in 2007.* (\$20k shared w/t co-author)
- 2004 HRDC funding for "The Effects of Workforce Aging on Organizations and Human Resource Policies". *Final Report Delivered June 2005.* (\$40k shared w/t co-author)
- 2003 Bureau of National Affairs (BNA), Washington D.C. Research Grant: Study of "Executive Pay and Unionization." *Publication of Working Paper in fall 2004 and paper submission* (\$45k – value of proprietary data provided free)
- 2003 Banco de Espana (Central Bank of Spain) Research Fellowship - Study of Spanish Demographic Transitions and Their Effect on Economic Growth and Labour Market Adjustment. *Publication of two Central Bank of Spain working papers in 2004 and ECB working paper in 2005. JOPE and ROIW journal articles published in 2008.* (\$45k)
- 2002 Human Resource Development Canada (HRDC) Research Funding - North American Linkages Project. *Research Paper entitled "Does Economic Integration Lead to Social Policy Convergence?" published as chapter in 2005.* (\$40k shared w/t co-author)
- 2001 Leverhulme Trust Grant (3yrs). *Routledge Volume Chapters, BJIR & JLR papers,* (\$15k)
- 2000 IRPP-CSLS Research Grant. *Paper published in CPP (2002) See Refereed Publications*
- 1999 Social Research and Demonstration Corporation of Canada Grant. *SRDC Volume (see in Chapters in Books entry No. 22).* (1yr - \$10k)
- 1998 American Compensation Association Research Grant. *Thesis chapter 3 (Paper published in refereed publications entry no.20).* (\$5k)
- 1998 Canadian Employment Research Forum Grant. (*See Refereed Publications No. 21).*
- 1998 Social Science and Humanities Research Council (SSHRC) Grant (3yrs). *PhD thesis submitted in 1999 and awarded in 2000.* (\$48k)

KEYNOTE PRESENTATIONS AND INVITED DISCUSSIONS/TALKS

1. "Workplace democracy, employee voice, and the future of collective bargaining in Canada and the EU" - Canadian-European Workshop on collective bargaining, ESDC Canada, Ottawa (ON), Nov 14th, 2019.
2. "The Future of Work and Employee Voice: An Industrial Relations Perspective" National Industrial Relations Conference. With the collaboration of the Canada Industrial Relations Board (CIRB) and the Federal Mediation and Conciliation Service (FMCS). DoubleTree Hotel by Hilton 1170, chemin d'Aylmer, Gatineau, QC. September 18, 19 and 20, 2019
3. "Employee involvement and overall job satisfaction: evidence from four Anglo-American economies" Opening plenary talk at *The 2019 Colloquium on Personnel Economics (COPE)*, University of Augsburg. March 13-14, 2019. With Lomas, G and Bryson A.

4. "Human Labor: Yesterday, Today & Tomorrow" University of Toronto, Alumni Reunion. June 2nd, 2018, Sidney Smith Bldg., Toronto, On.
5. "The incidence and quality of worker representation inside the firm: evidence from four English-speaking economies" Presented at the BJIR Workshop on Worker representation and corporate governance reform, London School of Economics (LSE), London (UK) December 13-14, 2018.
6. "A Bridge Too Far? Using Internal Enforcement Committees to Ensure Employment Standards Compliance and Plug the Representation Gap in the Wagner Act Model" Western University Law/Koskie Minsky University Lecture. November 4-5, 2017. Western Law, London ON.
7. "Technology and the "Humanizing" of the Trades" *50th Annual Employee Benefits Conference - International Foundation of Employee Benefit Plans (IFEBC)*, Palais des congrès de Montréal, August 20 - August 23, 2017.
8. The Ontario Changing Workplaces Review (CWR): A Summary Perspective - Learning from Recent Ontario Labour Law Reforms, *Alberta Federation of Labour (AFL)* hosted forum. Salon A, Chateau Lacombe, Edmonton AB, July 17th 2017.
9. "The Role of Unions in Stemming Democratic Decline and Economic Inequality" *Alberta Federation of Labour (AFL)*, Edmonton (Alberta), April 28th, 2017.
10. "ThinkTank on Money Behaviour". *Investors Group*, Toronto (ON), February 7th, 2017
11. "Localized Economic Development Panelist: The Case of the Duke Heights BIA". *Creating Opportunities Summit*, Osgoode Hall Law School, January 26th-27, 2017.
12. "The Changing Nature of Work and What It Means for Labour Policy Reform in Ontario" presented at the 2nd Annual Union-Management Relationships Conference, *Canadian Institute*, Toronto (ON) January 24-25, 2017.
13. "Changing Workplace Review and Alternative Forms of Representation". The *Mathews Dinsdale Advanced Labour Law Speakers' Series*, *University of Western Law School*, January 23rd, 2017
14. "Where The Boomers Are: The Lifecycle of Human Needs as Societal Prediction" presented at the *Baby Boomers and Millennials: Writing the Next Chapter*. UofT Talks, Toronto (ON), June 8th 2016
15. "Alternative Forms to Workplace Representation". *Canadian Labour Congress*, Ottawa (ON), April 15th, 2016
16. "Small Business and the BIA Movement" - Building Vibrant Main Streets and the Power of Local Event-WoodGreen & DECA, 10 November 2015 from 9:30 AM to 4:30 PM (EST) Toronto, Ontario
17. "The Transformative Potential of Small Scale Entrepreneurship " Cities Experts Speaker Series @Rotman, Monday May 25, 2015 | 05:00 PM - 06:15 PM, Desautels Hall (2nd floor, South Building) Rotman School of Management, U of Toronto, 105 St George Street
18. "The Evolving Workforce:" HRM Masterclass Presentation. 17th April, 2015 St. Andrew's Club & Conference Centre, Toronto.
19. "Understanding Why Employee Share Ownership Plans Really Work" GEO's Toronto Chapter November 12th, 2014. Offices of AON Hewitt Toronto, ON M5V 3M2
20. "From Facebook to Face time: What the Rise of Social Media Truly Means for Union Organizing and Effectiveness" Invited talk to Canadian Electricity Association Labour Relations Conference, March 27th, 2014. Toronto Ballroom (Second Floor) Toronto 108 Chestnut Street, Toronto, M5G 1R3

21. "Managing Moments of Power: The case of law practices" Ontario bar Association OBA Professional Development Managing partner Roundtable 2014 series, Wednesday February 19th, 2014, 20 Toronto Street, 2nd floor.
22. "Is the arbitration process dysfunctional? If so, what possible reforms are there?" Grievance Arbitration: Protecting Rights and Resolving Conflicts - February 12, 2014. Osgoode Professional Development Centre 1 Dundas St. W., 26th Floor Toronto, ON
23. "Social Dimensions of Free Trade Agreements" ILO Trade and Labour Standards workshop invitee. Thursday, 7 November 2013 at the Hotel Bloom in Brussels, Belgium.
24. "Unions and Civic Engagement" School of HRM Seminar Series. York University (Toronto, ON). April 10th, 2013.
25. Career Paths in IR/HR" Coffee with the Prof Series. ERSA, Woodsworth College. March 6th, 2013.
26. "Unions and Voter Turnout" Masters of Public Policy and Administration, McMaster University (Hamilton, ON). February 15th, 2013.
27. "China and the Reversal of the Demographic Dividend". Paper presented at International Symposium on Demographic Dividend and Socio-economic Development (Institute of Population and Labor Economics, Chinese Academy of Social Sciences), Beijing Xiyuan Hotel, China, August 21st, 2012.
28. "Unions and Democratic Engagement" Department of Work and Organizations, Carlson School of Management, University of Minnesota. Minneapolis (MN), November 19th, 2012.
29. "Is the arbitration process dysfunctional? If so, what possible reforms are there?" Grievance Arbitration: Protecting Rights and Resolving Conflicts - February 15, 2012. Osgoode Professional Development Centre 1 Dundas St. W., 26th Floor Toronto, ON.
30. "Where is urban design advocacy?" Urban Forum Series sponsored by Toronto Society of Architects (TSA). November 2011, Arts and Letters Club (Toronto On).
31. "The Importance of Relative Standing to Public Policy" - Policy Discussion Forum on BPS Labour Relations, Labour Relations Secretariat, Ministry of Government Services. Niagara Room, 2nd Floor, Macdonald Block, 900 Bay Street. March 25th, 2011.
32. "Government Wage Restraints: Are they justified? Will they work?" – Bargaining in the Broader Public Sector Conference, Toronto, December 8th, 2010. Sponsored by Lancaster House and Centre for Industrial Relations and Human Resources.
33. "Relative Income, Mental Accounting and the Life Satisfaction of Older Adults in Canada"- University of Toronto's Institute for Lifecourse and Aging, Toronto (Canada), November 11, 2010.
34. "Online Social Networking and Trade Union Membership: What the Facebook Phenomenon Truly Means For Labour Organizing in the 21st Century" – TUC Congress on "Stronger Unions 2010", July 5th London, UK.
35. "After the Financial Crisis: The Future of the Global and Canadian Economy in the Short and Long Run/Despues de la Crsis Financiera: El Futuro de la Economia Goobal y de la Econkmia Candiense en el corto y el largo Plazo" Breakast Seminar, April 24th, 2010. Spanish-Language Professional Association of Canada. Steetsville (Ontario, Canada). [Talk Delivered in Spanish]
36. "Why Small is the next 'Big Thing': Local economic strategies and how they can make a big impact" Employment Relations Student Association (ERSA's) Academic Seminar "Coffee with the Profs" Series. March 4th, 2010. Innis College (University of Toronto).
37. "The New Generation of Workers & Union Agendas: How Unions are dealing with the Challenges". Invited Panelist, CEA Human Resources Committee, Labour Relations Symposium, Toronto (ON), February 9th, 2010.

38. "Do Business Improvement Areas Work? The Economics of BIA Activity" Toronto Association of Business Economists (TABE), Lunchtime Lecture, Toronto (ON), January 28th, 2010.
39. "What Management Wants in Industrial Relations: Lessons from Robber-Baron Days to the Sub-prime Mortgage Mess" IIRA Meetings, Sydney (Australia), August 24-26th, 2009.
40. "Ontario's Changing Demographic and Healthcare Landscape: Implications for HOOP and its Stakeholders" Hospital of Ontario Pension Plan Lunchtime Invited Talks, June 25th, 2009.
41. "The Global Financial Crisis: Implications for Canada and Latin America" MexiCanPro, Toronto (ON), September 25th, 2008
42. "Why Do Young People Care About Volunteering?" Panel Discussion Exploring Issues Related to Youth and Young Adults, Forum on International Personnel, Spring Meeting, Toronto, 6/04/08.
43. "From the Two Faces of Unionism to the Facebook Society: North American Labour in a 21st Century Context" British University Industrial Relations Association (BUIRA) Invited Seminar Series, University of Westminster, October 29th, 2007.
44. "International Demography and Your Local Economy...Or Why Should I Care About How Many Babies Are Born in Tehran?" Central Bank of Canada - Opening Speech, May 28th, 2007.
45. "Treating Tenants as Consumers and Workers First – Renters Second" Federation of Rental Providers of Ontario (FRPO), Keynote Dinner Speech, November 30th, 2006.
46. "The Future of Industrial Relations Research and Learning: Consumer, technological and socio-demographic trends" Industrial Relations Librarians Society. Toronto , June 1st, 2006
47. "Everything That You Ever Wanted to Know about Ontario's Demographic Future but Were Afraid to Ask" Progressive Conservative Party of Ontario Policy Conference Convention, Keynote Dinner Speech, Feb 2006.

CONFERENCE AND PAPER PRESENTATIONS

2019

"Unions, Consultative Committees, and the Link between Employee Involvement and Job Satisfaction: Evidence from Four Anglo-American" Session: 10.5 IR Dimensions of High-Performance Work Systems: New International Evidence (Symposium), LERA 71st Annual Meeting, June 13-16, 2019, Cleveland, Ohio.

2018

"What do Workers "do" With Union Membership? Further Evidence of the Union-Civic Engagement "Effect" from American and Canadian Workers" – July 24, 2018 – ILERA Meetings (Seoul South Korea) - Track 1: Collective Voices and Social Dialogue for a Better Future.

"Bill 148 – A Symposium on the Causes and Effects of the Bill" - 55th Annual Canadian Industrial Relations Association (CIRA) Meetings May 2 – May 4, 2018 Montreal, UQAM - EDG.

"The Complexity of Labour Conflict: Insights from the United States" - 55th Annual Canadian Industrial Relations Association (CIRA) Meetings May 2 – May 4, 2018 Montreal, UQAM - EDG Atelier / Session 5d. Conflits au travail / Conflict at Work [DS-1545]. With Umar Boodoo (University of Warwick), Lorenzo Frangi (ESG-UQAM), Rafael Gomez (University of Toronto), Robert Hebdon (McGill University)

2017

"Roundtable on the Challenge of Labour Regulation in the Era of Globalization" *Labour Law Research Network (LLRN)*, University of Toronto) June 25 – June 27, 2017 Toronto, ON.

"The Role of Unions in Mitigating Economic Vulnerability: An Empirical Analysis of Union Wage Premiums in Canada, 1997-2014" .LERA Best Papers: Unions and Employee Voice I (Symposium) – LERA Meetings, San Diego (California, US), June 1-3, 2017.

"The Potential Role of Unions in Mitigating Economic Vulnerability: An Empirical Analysis of Union Wage Premiums in Canada, 1997-2014" 54th Annual Canadian Industrial Relations Association (CIRA) May 30 – June 01, 2017 Toronto, ON. w/t D Lamb.

2016

"Unions and Vulnerable Workers: Evidence from Union Wage Premiums in Canada 2000-2012", ADAPT Conference on Vulnerable Workers. Middlesex University (London, UK). June 13th-14th, 2016., With D. Lamb.

"Alternative Forms of Employee Representation and Why We Need Them". Canadian Association of Labour Lawyers Annual Conference June 2nd – 5th, 2016, St. John's Newfoundland

"Industrial Democracy 2.0: Labour Law Reform as an Opportunity to Reopen the Debate on Workplace Democracy", CIRA-ACRI 53rd Annual Conference *Visions of work: Examining the workplace as a multidisciplinary meeting place* May 31-June 1, 2017. Edwards School of Business, University of Saskatchewan Saskatoon, Canada. W/t J. Gomez

"Hard or Soft Forms of Conflict: Workers' Perceptions in the US, the UK and Canada" poster presented at "Employment Relations in the Age of Uber: Assessing our Past, Present, and Future" LERA 68th Annual Meeting, May 26-29, 2016, Minneapolis, MN. W/t U Boodoo, R. Hebdon, L. Frangi

2015

"All-Star or Benchwarmer? Relative Age, Cohort Size and Career Success in the NHL" (2015). Sixth International Conference on *Sport & Society* Toronto, Ontario, July 30th, 2015. Co-authors: Alex Bryson & Tingting Zhang (Y). Oral presentation.

"All-Star or Benchwarmer? Relative Age, Cohort Size and Career Success in the NHL" (2015). ISTO Ludwig Maximilians Universität (University of Munich), April 15th, 2016. Co-authors: Alex Bryson & Tingting Zhang (Y). Oral presentation.

"Does CSR Respond to Negative Financial Shocks?" Conference and Special Issue on Corporate Social Responsibility and Labour Standards: Bridging Private Governance, Industrial Relations and Management Perspectives. LSE, April 23-24th, 2015. London (UK). With A. Verma and C. Oka.

2014

"PhD IR Panel" Rafael Gomez (University of Toronto) CIRA-ACRI 51st annual Conference Borders Without Boundaries / Frontières sans limites May 24 - 26, 2014 / 24 - 26 mai 2014 Brock University St. Catharines, Ontario, Canada

"The Great Recession and union wage premiums in Canada" Rafael Gomez (University of Toronto) and Danielle Lamb (Ryerson University) CIRA-ACRI 51st annual Conference Borders Without Boundaries / Frontières sans limites May 24 - 26, 2014 / 24 - 26 mai 2014 Brock University St. Catharines, Ontario, Canada

"Advances in Strategic Human Resource Management Theory and Practice" Discussant. LERA LERA/ASSA 2014 Meetings. Philadelphia (PA), January 4th, 2014.

2013

"Does Union Voice Lead to Greater Civic Engagement and if so Why?" CIRA-ACRI 50th Anniversary Conference. Ryerson University–University of Toronto, Toronto (Canada), May 30th 2013. w/t Alex Bryson, Paul Willman and Tobias Kretschmer.

"PhD Consortium" CIRA-ACRI 50th Anniversary Conference. Ryerson University–University of Toronto, Toronto (Canada), May 28th 2013

"Does Workplace Voice Compliment or Substitute Civic Engagement? Evidence from Britain, Canada and the US" With Alex Bryson, Paul Willman and Tobias Kretschmer. LERA LERA/ASSA 2013 Meetings; Union Members as Citizens (Symposium). San Diego (CA), January 5th, 2013.

"Is the arbitration process dysfunctional? If so, what possible reforms are there?" Paper presented at Grievance Arbitration: Protecting Rights and Resolving Conflicts - February 8th, 2013. Osgoode Professional Development Centre (Toronto, ON).

2012

"Introductory/Closing Remarks" 2012 Canadian Labour Board Law Conference & Bora Laskin Award Co-presenter Monday October 15th & Tuesday, October 16, 2012 at The Park Hyatt Hotel, Toronto.

"Corporate Social Responsibility and Greater Worker Protection: Two sides of the Same Coin?" Plenary Conference talk of the 16th ILERA World Congress. Philadelphia, PA, July 5th 2012. w/t Anil Verma.

“Unions and Civic Participation: Some Evidence from Canada”. Presented at The North American meeting of the Voices at Work Leverhulme UK and Ryerson University Centre for Labour Management Relations project held at Osgoode Hall Law School, York University, March 16 & 17 2012. w/t Paul Willman (presenting).

“Is the arbitration process dysfunctional?” Paper presented at Grievance Arbitration: Protecting Rights and Resolving Conflicts February 15, 2012. Osgoode Professional Development Centre (Toronto, ON).

2010

“Service Offshoring: Labour Adjustment Implications in the Canadian Context”: Outsourcing and Offshoring of Service Work: A British Journal of Industrial Relations Workshop, London School of Economics (UK), 17-18th November 2010. w/t Rene Morissette and Morley Gunderson.

“How Do Corporate Employee Relations and Human Rights Practices React To Downturns in Financial Performance?” Presented at the CERIC/WUN Workshop, Milan (Bocconi University) (Italy) (July 6th-7th, 2010). w/t (Anil Verma).

“Unions and Labour Disputes” Chair and Discussant at the Canadian Economic Association (CEA) Meetings, Universite de Laval (Quebec City, Canada), May 28th, 2010.

“How Do Corporate Employee Relations and Human Rights Practices React To Downturns in Financial Performance?” Presented at the EROB Group Department of Management Workshop, London School of Economics (LSE, UK) (March 12th, 2010). w/t (Anil Verma).

“The Current Economic Crisis: Can Industrial Relations Contribution to the Reform Process?” 62nd ASSA/LERA Annual Meetings. Atlanta (GA), January 5th, 2010.

2009

“How Do Corporate Employee Relations and Human Rights Practices React To Downturns in Financial Performance?” Presented at the CERIC/WUN Workshop, Leeds University (UK) (November 6-7th, 2009). w/t (Anil Verma).

“Virtual Work and Tele-work Amongst Professional Organizations” Presented at the HRSDC, Ottawa Ontario (March 31st, 2009). w/t Morley Gunderson and Juan Gomez.

“Employer Sponsored Pensions and Labor Mobility” HRSDC Ottawa, Ontario (March 19th, 2009). w/t Morley Gunderson.

“The Major Policy Questions in BIA Research” Convergence (Montreal, Quebec) (March 13th, 2009).

“Location, Age, or Ownership: What Drives Knowledge/Participation in Business Improvement Area (BIA) Activities by their Members?” Queen’s University, Department of Geography (Kingston, Ontario) (March 6th, 2009).

Commentary on “The Lifecourse Perspective as a Policy Lens”. January 31st, 2009. Ottawa (Ontario). Research Directorate / Human Resources and Skills Development Canada.

2008

“Senior Management Incentives and Envious Workers” Centre for Communication Economics, Ludwig-Maximilians-Universität München (Munich, Germany), December 19th, 2008.

“Virtual Work: A UK and European Perspective.” Presented at the HRSDC Sponsored Workshop on Virtual Work Across Jurisdictions: Understanding its Impact on Regulated Professions – 13th International Metropolis Conference (Bonn, Germany), October 28th, 2008.

“Corporate Social Responsibility and Firm Financial Performance” International Symposium on New World of Work” Universite Laval (Quebec City, Canada), August 28th, 2008. (with A.Verma).

“Workplace Voice and Workplace Outcomes: An Empirical Analysis Using British Data” Academy of Management Meetings (Anaheim, California), August 13th, 2008. (with P. Willman, T.Kretschmer and A. Bryson).

“Voice and Workplace Outcomes: What’s the Connection” 2nd Annual Voice and Value Conference (LSE, London UK), March 14th, 2008. (with P. Willman and A. Bryson).

“Voice in the Wilderness? The Decline of Collective Representation and the Rise of Non-Union Voice and Progressive Human Resource Management” 60th Annual LERA Association Meetings (New Orleans, LO), 01/4/2008.

2007

"The Effect of Age Structure Change on Organizations" Centre for Communication Economics, Ludwig-Maximilians-Universität München (Munich, Germany), December 14th, 2007.

"Disability and Non-Standard Work" International Workshop on Disability and Work ONCE Foundation (Madrid, Spain), November 16th, 2007.

"Perspectives on the European Chemical Industry and Worker Consultation" EECG conference on Social Dialogue in the European Chemical Industry, (Lisbon, Portugal), November 9, 2007.

"Mandatory Retirement: Myths, Myths and More Darn Myths" Presented at the Queens Conference on Retirement, Queen's University – School of Public Affairs, October 30th, 2007.

"For Whom the Retirement Bell Tolls" Presented at the CLSRN Labour Adjustment Conference, McGill University, Montreal, September 30th, 2007.

"Disability and Non-Standard Work" Presented at the CLSRN Labour Adjustment Conference, McGill University, Montreal, September 30th, 2007.

"Globalisation and Labour Adjustment Roundtable" HRSD Roundtable, Chateau Laurier, Ottawa Sept 20th, 2007.

"International Demography and Your Local Economy... Or Why The Wal-Mart Manager in Cleveland Should Care About How Many Babies Are Born in Tehran?" CIGI (Waterloo, Canada) Food For Thought ,Seminar Series, 09 28th.

"The Mind and the New Science of Consumer Behaviour" Universidad de Zaragoza (Spain), May 29.

"City Marketing and The Rise of User Oriented Urban Planning" Universidad de Complutense (Madrid, Spain), May 27th, 2007.

"Does High-Commitment Human Resource Management Crowd Out Union Representation? Evidence From Britain" Copenhagen Business School (Denmark), SASE Meetings, June 29/07.

"Interprovincial Labour Mobility" HRSDC-IC Roundtable on Internal Trade: Opportunities and Challenges, March 30, (Ottawa, Canada).

"CEO Compensation, Top Executive Managers and Unions" Centre for Economic Performance (LSE, London), February 13th, 2007.

"The International Labour Movement – Any Movement at All?" Oxford University (All Souls College), Oxford (UK) January 20th, 2007.

2006

"The Off-shoring of Business Services: Labour Adjustment Implications for Canada," University of Toronto, Rotman Business School, October 2006.

"Adjustment in Labour Markets Internal and External to the Firm" and "Imperfections in the Market for Skilled Workers." HRSDC – Industry Canada Conference, Ottawa, September 14-15th 2006.

"The Role of Research on Trade Policy: Canada's Experience with FTA and NAFTA" Presented for the Latin American Trade Network Conference, Buenos Aires (Argentina), August 5th 2006.

"Volunteer Activity and Disabled Workers", SASE Conference, Trier (Germany), June 30, 2006.

"Voice and Workers" Canadian Economic Association Meetings, June 2006, Concordia University.

"The Demographic Implications of Immigration" Public Policy Forum Conference Toronto Convention Centre (Ontario) Integrating Immigrants: Building Partnerships That Work March 14-16, 2006.

"Population Ageing and the Costs and Benefits of Retirement to Firms" Industry Canada, SDC Conference on the Implications of Population Ageing for the Canadian Economy, Gatineau 01/ 28, 2006.

2005

"Non-Standard Vulnerable Workers: A Case of Mistaken Identity?" Non-Standard Work Employment Law Conference held at University of Western Ontario, October 14-16, 2005. With Morley Gunderson.

“Have Young Workers Lost Their (Collective) Voice?” Youth Employment in the Global Economy held at Hofstra University, NY on September 14-16, 2005. With Michele Campolietti and Morley Gunderson.

“Population Ageing and Sectoral Growth: The Case of the UK” 4th Global Conference on Business & Economics held at St. Hugh’s College, Oxford University, Oxford on June 26-28, 2005. With David Foot.

“Globalization and Declining Unionization” Presenter/Discussant of a paper by Mathew Slaughter at Governing the Global Workplace: An International Symposium, April 14th-15th 2005, Hubert Humphrey Institute of Public Affairs, University of Minnesota, Minneapolis MN, USA.

“Catching a Wave: The Diffusion of HPHRM and Voice Across Workplaces” at Management Seminar Series - Centre for Economic Performance, February 12th 2005, London School of Economics, (UK).

2004

“What do Unions Do To CEO Compensation?” Paper presented at University of Wellington, September 13th 2004, Wellington, New Zealand.

“What do Canadian Workers Want?” Paper presented at the Workshop on Voice and Voicelessness in the Anglo-American World, September 8th-10th, 2004, Auckland, New Zealand.

“Voice at Work” Paper presented at the 19th SASE Conference, July 9th-11th, 2004, Washington, D.C.

“The Importance of Being Mature” Paper presented at the Canadian Economic Association (Ryerson University, Toronto June 6th)

“The Importance of Being Mature” European Economic Association Meetings, August 20th Madrid (Spain)

“What Economic Integration May Mean For Russian Social and Labour Market Policies” Paper presented at the 3rd Annual Economics Summer School (co-sponsored by Moscow State University and ICSS), June, 9th-11th, 2004, Moscow, Russian Federation.

“Balancing Competing Interests as an Industrial Relations Paradigm” Paper presented at the 18th IIRA Conference, September 8th-12th, 2004, Berlin, Germany.

2003

“Why Do Voice Regimes Differ?” Presented at the 18th IIRA Conference, September 8th-12th, 2003, Berlin, Germany.

“Age Structure and Income Per Capita Across Countries” Paper presented at the Central Bank of Spain, July 17th, 2003, Madrid, Spain.

“Experiential Models of Worker Choice” Paper presented at Universitat Papeu Fabra, June 18th, 2003, Barcelona, (Catalonia) Spain.

2002

“Does Economic Integration Lead to Social Policy Convergence.” Paper presented at the North American Linkages Project Conference (HRDC), November 20th, 2002, Montreal.

“The Experience-Good Model of Union Membership” Paper presented at the 24th Annual Middlebury Economics Conference, April 18th, 2002, Middlebury College, Vermont.

“The Link Between Corporate Governance and Personnel Economics” Paper presented at the Moscow State University and New School of Economics Seminar, May 12th, 2002, Moscow, Russia.

“Does Supervision Lead to Lower Pay? A Test of Competing Efficiency-Wage Theories” Paper presented the Society for the Advancement of Socio-Economics, June 19-21, 2002, University of Minnesota, Minnesota.

2001

“Old Time Religion vs. Traditional Unionism: Alternatives in North America?” Paper presented at the Society for the Advancement of Socio-Economics, June 28th, 2001, University of Amsterdam, Netherlands.

“Is Mandatory Retirement Legislation a Constraint on Transitions to Retirement?” Paper presented at the Global HRM Conference, June 19-21, 2001, World Trade Centre, Barcelona, Spain.

“The Zero-Sum Illusion: The Interface Between Modern Economic Approaches to Economic Growth and Equity-efficiency Theory in Industrial Relations.” (Noah Meltz co-author). Paper presented at the Canadian Economic Association Meetings, June 3-4, 2001, Montreal, Canada.

“Age Structure, Income Distribution and Economic Growth.” (David K. Foot co-author). Paper presented at the Canadian Economic Association Meetings, June 3-4 2001, Montreal, Canada.

·“Old Time Religion vs. Traditional Unionism: Alternatives in North America?” Paper presented at the Canadian Industrial Relations Association, May 28th, 2001, Laval University, Quebec City.

“From Playstations to Workstations: Can Young Workers Be Organised?”. Paper presented at the International Conference on Union Growth, May 1st, 2001, University of Toronto, Canada.

“The Supply and Demand of Unionisation Revisited: Evidence from the U.S. and Canada”. Paper presented at the 53rd Annual Allied Social Sciences Association, January 8, 2001, New Orleans (LO)

Pre-2000

“Micro-Finance Borrower Default: Does Peer Group Lending Work?” (Eric Santor co-author). Paper presented at the Policy Studies Institute (PSI), November 30, 2000, London, United Kingdom.

“The Zero-Sum Illusion: The Interface Between Modern Economic Approaches to Economic Growth and Equity-efficiency Theory in Industrial Relations.”. Paper presented at the IRPP-CSLS Pre-conference on the Linkages Between Income Inequality and Economic Growth, November 3-4 2000, Montreal, Canada.

“Age Structure, Income Distribution and Economic Growth.” Presented at the IRPP-CSLS Pre-conference on the Linkages Between Income Inequality and Economic Growth, Nov 3-4 2000, Montreal, Canada.

“The Effect of Salary Compression on Individual and Organisational Performance” Paper presented at the Applied Econometrics Association (AEA) Conference, September 22-24 2000, Helsinki, Finland.

“Membership has Its Privileges: The Effect of Social capital on the Performance of Micro-Borrowers” Paper presented at the 12th Annual Society for the Advancement of Socio-Economics (SASE) Conference, London School of Economics, July 7-9, 2000, London, UK.

“Do Attitudes Towards Unions Matter?” Paper presented at the 8th Bi-Annual Canadian Studies Conference, Hebrew University, June 24-27 2000, Jerusalem, Israel.

“The Harmonisation of Labour Markets in North America: Convergence or Divergence?” Paper presented at the National Policy Research Conference, November 25-26 1999, Ottawa.

·“Compensation and Supervision: Is There a Trade-off between Higher Pay and Greater Supervisory Control of Workers?” CIRA Meetings, June 9, 1999, Sherbrooke, Quebec.

“The Integration of Labour Markets in North America.” Co-author Morley Gunderson. Presented on May 14, 1999 at the University of Alberta, sponsored by (SSHRC) Trends Project on North American Integration.

“Social Capital and Local Economic Development.” Paper presented on January 18, 1999 at the International Conference on Local Economic Development: Social Capital and Productive Networks, sponsored by the OECD, Mexico City, Mexico.

“Managerial Opposition to Unions: A Canada-U.S. Comparison.” Co-authors, Seymour Martin Lipset and Noah Meltz. Paper presented on January 3, 1999 at 51st Annual Industrial Relations Research Association (IRRA) Meeting, New York NY.

“The Effect of Social Capital, Peer Group Borrowing and Neighbourhood Spillovers on the Performance of the Self-employed.” 09/251998, International Conference on self-employment, (OECD), Canadian Employment Research Forum (CERF), Canadian International Labour Network (CILN), Burlington (ON).

QUOTED IN OR INTERVIEWED BY

“Is an end to the GM strike in sight?: Radio Segment with Scott Thompson 900 CMHL – Oct 17, 2019
<https://omny.fm/shows/scott-thompson-show/is-an-end-to-the-gm-strike-in-sight>

“The GM Oshawa Plant shutdown” – CBC Radio 1 “Ontario Today – November 27, 2018
<https://www.cbc.ca/listen/live-radio/1-45-ontario-todaytoday>

“Canada Post Strike Negotiation Strategy” – CTV Your Morning (TV) – November 21, 2018

<https://www.ctv.ca/YourMorning/Video/Canada-Post-strikes-could-impact-Black-Friday-Cyber-Monday-and-even-Christmas-vid1545331>

“The Canada Post Strike” – CHML Radio Scott Thompson Show – November 21, 2018 -

<https://omny.fm/shows/scott-thompson-show/canada-post-strike-continues-financial-literacy-an>

The Agenda with Steve Paikin, TVO - “Trades in Transition”- November 14, 2018

<https://www.tvo.org/video/trades-in-transition>

“Ontario Chamber of Commerce pushes for repeal of labour changes” October 16, 2018.

<https://www.hrreporter.com/workplace-law/38127-ontario-chamber-of-commerce-pushes-for-repeal-of-l/>

CBC Radio Morning (Across Canada_ - Labour Day Special, Sep 3, 2018. The issue of disconnecting. Centre for Industrial Relations and Human Resources’ Rafael Gomez examines federal ‘right to disconnect’ laws in connection to Labour Day. <https://app.criticalmention.com/app/#/clip/share/94e88a68-e264-46fa-b96d-b8bc4c2269ac?token=9a0bd17c-09d4-4e8d-a234-e1feb5a0c007>)

“Canadian university strike ‘harbinger of things to come’? Universities across North America told they must resolve issues around job insecurity as one institution faces 14th week of industrial action” Times Higher Education, June 5, 2018. <https://www.timeshighereducation.com/news/canadian-university-strike-harbinger-things-come>

“The surprising impacts of Ontarios’ minimum-wage increase” The Toronto Observer, May 23, 2018. By Bree-Ann Gittens, Tiffany Fung, Tianna Henry and Claire Floody. <https://torontoobserver.ca/special-reports/the-surprising-impacts-of-ontarios-minimum-wage-increase/>

The Agenda with Steve Paikin, TVO – “Interprovincial Trade Troubles” – Feb 26, 2018.

<https://tvo.org/video/programs/the-agenda-with-steve-paikin/interprovincial-trade-troubles>

“Minimum wage wars: U of T professor breaks down the fallout”, Interview CityNews, January 10, 2018.

<http://toronto.citynews.ca/2018/01/10/minimum-wage-increase-fallout/>

“5 jobs expected to be ‘vital’ for Canada’s economy in 2018” Global News, January 11, 2018.

<https://globalnews.ca/news/3959243/jobs-to-watch-canadian-economy-2018/>

The Agenda with Steve Paikin, TVO – “An Ontario College Strike Out” Nov 17, 2017.

<https://tvo.org/video/programs/the-agenda-with-steve-paikin/an-ontario-college-strike-out>

“Vote that could end Ontario’s college strike starts on Tuesday” The Toronto Star, quoted in article By KRISTIN RUSHOWY, Queen’s Park Bureau Sat., Nov. 11, 2017:

<https://www.thestar.com/news/queenspark/2017/11/09/voting-that-could-end-ontarios-college-strike-starts-on-tuesday.html>

“Experiential Learning: Rotman MBAs take their skills to the streets” The Globe and Mail quoted in article by JENNIFER LEWINGTON, June 22, 2017. <https://www.theglobeandmail.com/report-on-business/careers/business-education/rotman-mbas-take-their-skills-to-the-streets/article35438312/>

“Ontario’s minimum wage to reach \$15 by 2019” The Varsity, quoted in an article published by Helena Najm, June 7, 2017. <https://thevarsity.ca/2017/06/07/ontarios-minimum-wage-to-reach-15-by-2019/>

“Hydro One CEO’s salary is up to 10 times that of CEOs in other provinces” The Toronto Star, quoted in article By KRISTIN RUSHOWY, Queen's Park Bureau Sat., July 12, 2017:

<https://www.thestar.com/news/queenspark/2017/07/12/hydro-one-ceo-salary-highest-in-country.html>

CBC Radio – The Current – Census and Seniors - May 2017

640AM– the John Oakley Show – Census and Seniors: - May 2017 <https://globalnews.ca/news/3424726/john-oakley-show-wednesday-may-3-2017/>

CityTV – The Census and Seniors - May 2017

TVO's *The Agenda*: “Millennials and the Job Market - Jan 2017” <http://tvo.org/video/programs/the-agenda-with-steve-paikin/millennials-at-work>

Firefighters Contract battle with City of London further delayed by 'level of mistrust' *London Free Press* -Sep 2016.

Is it time for \$15 minimum wage in Quebec and the rest of Canada? *Montreal Gazette* - May 2016

“Why the \$15 minimum wage movement isn't louder in Canada” *Yahoo Canada* - Apr 2016

“The worst cities to try to find a job in Canada” *Yahoo Canada Finance - Insight (blog)* - Feb 2016

“Potato chip workers fight for first collective agreement” -*Canadian Labour Reporter*- Jan 2016
<https://www.labour-reporter.com/article/26506-potato-chip-workers-fight-for-first-collective-agreement/>

Political Interference: Sunshine lists focus taxpayers' attention on the ... -*VUE Weekly* - Dec 2015

Expanded Alberta sunshine list could drive up salaries, say Ontario. *Edmonton Journal* -Nov 2015

“22-month-long strike at Ontario beer can maker a cautionary tale for factory workers” *Financial Post*. Peter Kuitenbrouwer - July 2015

The Huffington Post: “Minimum Wages in Alberta Are Going up: What’s the Problem?”- May 2015
http://www.huffingtonpost.ca/2015/05/07/minimum-wage-alberta-ndp_n_7232970.html

TVO's *The Agenda*: “Small Business and Entrepreneurship -April 2015” <http://tvo.org/video/212359/small-business-big-impact>

TVO's *The Agenda*: “Future of Retail Employment”- March 2015 <http://tvo.org/video/212175/futures-past>

CityTV: “Mergers Good or Bad for Employees?” - March 2015 <http://www.citynews.ca/2015/03/25/kraft-and-heinz-merger-to-create-food-giant/>

MetroNews“Conservatives, Liberals, NDP duelling EI premium measures” (Joan Bryden) - Sep 2014
:<http://metronews.ca/news/canada/1166921/conservatives-liberals-ndp-duelling-ei-premium-measures/>

CBC *Radio Canada; The Current* - “Wage structure effects of min wage increase. - May 2014

TVO's *The Agenda*: “Pay Inequality in Professional Sports” with Rafael Gomez: - April 2014
<http://theagenda.tvo.org/blog/agenda-blogs/agenda-plus-pay-inequality-professional-sports>

TVO (*The Agenda*) - “Mind the Gap.” Pay equality - April 2014 <http://tvo.org/video/203211/mind-gap>

Ottawa Sun - “Sunshine list didn't keep salaries in line” – Megan Gillis - April 2014
<http://www.ottawasun.com/2014/04/02/sunshine-list-didnt-keep-salaries-in-line#>

CBC News - “Sunshine List 2014: Ontario's list drives salaries up, not down” - April 2014
<http://www.cbc.ca/news/canada/sunshine-list-2014-ontario-s-list-drives-salaries-up-not-down-1.2592793>

TVO (*The Agenda*) – “Wages: Are You Paid Your Worth?”-Feb 2014 <http://ww3.tv.org/video/200217/rafael-gomez-gauging-wages>

Globe & Mail “Working for nothing: Canada joins global minimum wage debate” -Jan 2014
<http://www.theglobeandmail.com/report-on-business/economy/working-for-nothing-canada-joins-global-minimum-wage-debate/article16508375/?page=all>

Globe & Mail - “As unions lose power, Canada gets the blue-collar blues” - November 2013
<http://www.theglobeandmail.com/news/national/time-to-lead/as-unions-lose-power-canada-gets-the-blue-collar-blues/article15472784/?page=all>

TVO (*The Agenda*) - “Dude, Where’s My Future.” 3-part series - September 2013 <http://ww3.tv.org/video/194966/young-peoples-agenda>

CBC Radio “*The House*” (*Toronto*) - “Long-Form Census report.” - Aug 2013 <http://www.cbc.ca/thehouse/2013/08/17/mulcair/>

The National Post (Financial Post) - “The Sunshine Race to the Top” - July 2013
<http://opinion.financialpost.com/2013/07/08/terence-corcoran-the-sunshine-race-to-the-top/>

Metro Morning (CBC Radio) - “Small Business Role in Street Festivals” - July 2013

Calgary Herald “At what amount should a public servant’s salary be disclosed?”- June 2013
<http://www.calgaryherald.com/business/Corbella+what+amount+should+public+servant+salary+disclosed+with+poll/8490618/story.html>

TVO (*The Agenda*) - “Youth Jobs Debate.” - May 2013

CTV (*News 24*) - “National Household Survey/Census Debate.” - May 2013

Radio Canada (Toronto) - “Toronto Public Sector Labor Negotiations [in French].” - Dec11/Feb12

Fourth Wall Exhibit (Toronto) “What Community Groups Can Learn from BIAs.” -October 2011
<http://thefourthwall.ca/main.htm>

CBC Radio “*Metro Morning*” (*Toronto*) - “The Inner suburbs of Toronto and Downtown.” -Dec 2010

Local Motion Documentary (*Toronto: Coach House Press*) -Episode 7 - November 2010
http://www.youtube.com/watch?v=sS_XBpTUarI

Globe & Mail - “A Neighbourhood Search for Identity” (*Toronto*) – Dave LeBlanc - Nov 2010
<http://www.theglobeandmail.com/real-estate/help-for-an-anonymous-neighbourhood-in-search-of-an-identity/article1785743/>

Calgary Herald “Disclosure Can Drive Up Salaries” (*Calgary*) - October 2010
<http://www.calgaryherald.com/business/Navarro+Genie+Disclosure+drive+salaries/3718488/story.html>

Globe & Mail - “Neighbourhood History Harvest” (*Toronto*) – Dave LeBlanc - May 2010
<http://www.theglobeandmail.com/real-estate/a-harvest-of-history-at-east-yorks-topham-park/article1590734/?cmpid=rss1>

CBC Radio & TV - “Mike Hornbrook” (*Toronto*) - “Youth Employment Issues.” - May 2010

Radio Mexico Nacional (Mexico City, Mexico) – “Canada’s View of NAFTA [in Spanish] - Aug 2009

TVO/TFO (*Toronto, CA*) – Panorama “Employment Insurance Reform” - April 2009

CBC National News (*Toronto, CA*) - “From Reward to Hoard: The Many Difficulties of the Employee Bonus.” Internet News Edition: <http://www.cbc.ca/money/story/2009/03/26/f-bonus.html?ref=rss> - March 2009

The Toronto Star (Toronto, CA) - “Urban Inversion.” Headline Article IDEAS section - August 2008

The National Post (Toronto, CA) - “54east Project-Something Scarborrowed.” -July 2008

Financial Post (Toronto, CA) - “Setting the Record Straight on Mandatory Retirement.” - Feb 2008

CBC Radio “*Here and Now*” - “Local Culture and Neighbourhood Development.” - Sep 2007

The Globe and Mail (Toronto) - “ThinkTank Spurs Local Economic Development.”- June 2007

TVO/TFO (Toronto, CA) – Panorama “Labour Movement in Ontario– 10 years on” - January 2007
 Radio Canada (Toronto, CA)- November, 2006 “Mandatory Retirement”- November 2006
 NOW Magazine (Toronto, CA)- March, 2006 “Using Public Transit in Innovative Ways” - Mar 2006
 The Globe and Mail (Toronto, CA)- January , 2006 “Urban Renewal: 54 East Project” - Jan 2006
 The Toronto Star (Toronto, CA)- September 2005 “Youth and Unions ”- September 2005
 The Toronto Sun (Toronto, CA)- August, 2005 “54East Project ”- August 2005
 Expansion (Spain) - January 4th, 2004 “Demographic Change and Economic Growth” - Jan 2004
 The Financial Times (London)- December 4th, 2002 – p.4 – “Union Decline in Britain” - Dec 2002
 The Economist - September 10-16th, 2001 – Cover Story – “ProLogo” - September 10 2001
 BBC News – August 8th, 2001 – “Spirituality at Work” - August 2001
 BBC World Service – “International Labour Standards and Globalization” - October 1999
 La Esfera Publica (Mexico) –Public Affairs Television Program - January 1999

PROFESSIONAL AFFILIATIONS

American Economics Association (AEA); Applied Econometrics Association (AEA), Canadian Economic Association (CEA), Canadian Industrial Relations Association (CIRA), Industrial Relations Research Association (IRRA), Labor and Employment Relations Association (LERA) Royal Economic Society (RES), Society for the Advancement of Socio-economics (SASE).

PROFESSIONAL SERVICE. *(Professional service beyond the University: e.g., office-holder in professional society, association conference organizer, journal editor/board member, member of grant selection committee, external PhD examiner. Indicate time spent, this year, for each. Indicate with an asterisk (*) if the activity is paid.)*

a) Professional Academic Society Service

- SSHRC Insights Grant Evaluation Committee (2016-2017)
- Canadian Industrial Relations Association (CIRA) 50th Anniversary Organizing Committee (2012-2013)
- Labor and Employment Relations Association (LERA) Awards Committee Member [2010-present]
- Senior Journal Editorial Board Member – Relations Industrielles/Industrial Relation (RI/IR) [February 2011-present]

b) Non-Profit Service Memberships

- Community Assisted Riding for the Disabled (CARD) – North York [2007-2015]
- People Plan Toronto (PPT) – Community engagement through better urban planning in the City of Toronto. [2008-present]

c) For-Profit Board Service Membership

- iSolon Inc., (UK) [2002-2016]

d) Enterprise Directorship

- Co-founder and Director of ThinkTankToronto (TTT) [2004-present]

OUTREACH SERVICE *(Community activities that have some relation to your position at the University, such as high school liaison, public lectures, popular articles, media panels and interviews, judging science fairs, art/film festival adjudications.)*

“**Manufacturing Connections: Linking Local Employers and Employees in the Duke Heights BIA**”, April 11, 2019. Worked with DHBIA to present information to local employers and employees about the rights and responsibilities of workers under the ESA and OHSA.

“The Changing Face of Work” – An exhibit celebrating 50 years of scholarship at the Centre for Industrial and Human Resources, University of Toronto. The exhibit runs from January to December 2018, located at Woodsworth College.

“The Changing Workplace Review” – Part of the academic advisory group to Ministry of Labour (Government of Ontario) that advised government on changes to Ontario’s employment standards and labour relations acts. The report published in January 2018 led to the creation of Bill 148, which updated both the ESA and LRA and increased Ontario’s minimum wage to \$15 by January 2019.

“Government Excellence Review of Human Resources Departments – UAE/Abu Dhabi Government” – Undertook a review of the HR functions of over 12 Government Ministries for the Abu Dhabi Government, October 2017 and 2018.

“HR and Labour Relations in Public Sector Organizations - A Symposium hosted by The Centre for Industrial Relations and Human Resources (CIRHR), University of Toronto for Korea Management Association Consultants (KMAC)” – A one day symposium organized for HR and Labour Relations experts from Korea’s public utility sector, involving internal presentations and external stakeholder visits such as Ontario Power Generation (OPG) and Workplace Safety and Insurance Board (WSIB). November 2017 (*).

Cuban Labour Relations: One Day Symposium - Friday, September 15, 2017. Location: Kruger Hall Commons, Woodsworth College, UofT 119 St. George Street. This was a unique opportunity to hear from Cuban labour relations experts on the state of Cuba’s labour market reforms and the growing scope of private sector employment in what has — since the 1960s — been a state-owned and planned economy. Attendees learned about Cuba’s dispute resolution systems, the push to formalize employment, labour standards enforcement and the growing importance of the worker-owned cooperative sector. The one-day workshop was free for all CIRHR faculty, students and alumni. The event was co-sponsored by the Centre for Industrial Relations & Human Resources, University of Toronto, the Comparative Research in Law and Political Economy Network, Osgoode Hall Law School, the Canadian Association of Labour Lawyers / Association Canadienne des avocats du mouvement syndical.

“We Are Lawrence Project” (October 25-December 1st, 2014) - This photographic exhibit explored the people living along Lawrence Avenue and what it meant to them. <http://wearelawrenceavenue.com/>

“The Fourth Wall: Transforming Cities” (October 25-December 31st, 2011) - This interactive exhibit explores 36 proposals for democratic renewal at City Hall, borrowing inspiration from other cities as well as from Toronto’s own past. <http://www.urbanspacegallery.ca/exhibits/fourth-wall-transforming-cities> [Contributor to 1 of the 36 ideas]

“Mayoral Debate Sponsor/Co-host” (November 2010) As part of my work with PPT helped plan and introduced one of the City of Toronto Mayoral Candidate debates in 2010 at the St. Lawrence Centre.

“The Topham Park History Project” (January – May 2010) - This project involved working with Toronto Historical Board, the Eat York Historical Society and with City of Toronto Councilor Janet Davis and senior grade school students at G.A. Brown Middle School to construct a historical poster plaque that was unveiled at the school in the Foyer.

“Fringe Benefits: Understanding the Growth of Toronto’s Urban Periphery” (July 25th -December 31st, 2008) - This interactive exhibit at the Design Exchange DX explored the growth of Toronto’s outer suburbs and how new arrivals into the city have now by-passed the older city of Toronto and the 416 area. I contributed two large format panels to the exhibit.

“54East Project” (2004-2009) –A project centered around the east-end neighbourhood of Wexford in Toronto Ontario (Scarborough ON). The project examined and promoted local history, small business, culture and arts. From 2007 to 2009 the focal point was the 54east Studio which opened up a storefront studio in a suburban Stripmall to house exhibits, music, local history, and research into local economic development.

PROFESSIONAL EXPERIENCE

- 2016-2019 **External Expert Review of Government Functions** - Sheikh Khalifa Government Excellence Programme Department, Reviewed Ministry of Human Resources and Emiritization (formerly Ministry of Labour)
- 2011-present **CIRA R/IR Editorial Board**, Reviewing papers authoring book reviews advising on editorial policy.
- 2010-present **LERA Awards Committee Member**, Labor and Employment Relations Association awards committee, University of Illinois.
- 2009-2011 **Steering Committee**, *People Plan Toronto (Toronto, Canada)*: www.peopleplantoronto.org
- 2006-2015 **Board Member**, *CARD (Toronto, Canada)*: www.card.ca
- 2005-2009 **Director and Co-Founder**, *54east Magazine (Scarborough, Canada)*: www.54eastmagazine.com
- 2004-present **Director and Co-Founder**, *ThinkTankToronto (Toronto, Canada)*: www.thinktanktoronto.ca
- 2004-2008 **Business Advisor**, *WorkWorthDoing (Toronto, Canada)*: Acting as a mentor for a small social enterprise aimed at promoting social and environmentally progressive business ideas.
- 2003-07 **Treasurer and Board Member**, *UK ICECats (London, UK)*: UK Ice Cats is a London-based charity aimed at helping socially excluded youth in East London learn how to play ice-hockey. www.ukicecats.org.uk
- 2001-2014 **Senior Consultant and Board Member**, *Isolon Ltd (London, UK)*: CEO turnover in the Telecom sector. Produced report entitled "Turnover @ the Top: Is there a solution to executive turnover?"
- 1997-2000 **Senior Consultant**, *Calmeadow Metrofund (Toronto)*: Examined the demand for micro-finance in the Metro Toronto Area. Designed and supervised a survey of Calmeadow Metrofund borrowers intended to measure barriers to credit and the determinants of self-employment success. Established a research design to estimate the demand for micro-credit in Davenport, Toronto.
- 1999 **Research Consultant**, *Department of Finance, Economic Development Policy Branch, Canada*: Designed and supervised a survey of micro-finance institutions in Canada. Also analysed self-employment trends in order to forecast the projected demand for micro-credit borrowing among small-scale business owners.
- 1996-1999 **Researcher**, *Centre for International Studies (University of Toronto)*. Undertook work under the direction of Dr. Sylvia Ostry. The China-WTO project was one of a number of projects completed in this time.
- 1996-1997 **Research Consultant**, *Bacardi-Martini, Ltd*: Undertook an examination of the market demand for new product introductions and the associated human resource implications of expanding product lines and advertising campaigns.
- 1995 **Junior Economist**, *Ministry of Economic Development Trade Tourism, Ontario*: Undertook investigation and analysis on such issues as growing foreign markets, growth of leading industries in Ontario, foreign country profiles, and the skill requirements for knowledge based industries such as telecommunications.