



OFFICE OF THE ASSOCIATE DEAN,  
RESEARCH AND FACULTY

# HASKAYNE ROUND-UP

April to July 2023

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UNIVERSITY OF CALGARY  
HASKAYNE SCHOOL OF BUSINESS

## NEWS

### New Hires

**Gina Grandy** joined the Haskayne School of Business as Dean, effective September 1, 2023. Gina joins us from the Hill and Levene Schools of Business at the University of Regina, where she was Dean for the last five years. Her research examines gender and women's experiences at work, stigmatized work, and leadership. She has held research grants from SSHRC and CIHR.



**Chelsea Willness**, joined the Haskayne School of Business on July 1, 2023 as Professor (Teaching and Research) of OBHR. Chelsea's research examines how stakeholders, such as job seekers and employees, respond to organizational environmental practices and community involvement.



**Steven Paget** joined the Haskayne School of Business as an assistant professor (teaching) in the Finance area. Steven has been working for the school as a sessional for several years, and before that worked in a Calgary-based investment bank, FirstEnergy Capital Corporation.



### Promotions

- **Ruth Pogacar** Associate Professor (Teaching & Research)
- **Maliheh Mansouri** Associate Professor (Teaching)
- **Janice Eliasson** Professor (Teaching)
- **Raj Mashruwala** Professor (Teaching & Research)
- **Alfred Lehar** Professor (Teaching & Research)
- **Osman Alp** Professor (Teaching & Research)

### Appointments & Recognitions

- **James Agarwal** appointed UCalgary Research Excellence Chair for 5 years.
- **Phil Davidson** appointed Director, EMBA
- **Catherine Heggerud** appointed Associate Dean, Undergraduate Programs
- **Ari Pandes** appointed Associate Dean, Graduate and Professional Programs
- **Mohammad Keyhani** appointed Director, DBA Program
- **Tunde Ogunfowora** appointed Director, PhD Program
- **Scott Radford** appointed Area Chair MKTG
- **KJ Choi** appointed Area Chair FNCE
- **Pengfei Li** appointed Area Chair SGMA
- **Olga Petričević** appointed Area Chair ENTI
- **Olga Petričević** selected John H. Dunning Visiting Fellow (2023-24) at the Dunning Centre for International Business, University of Reading

### CCRAM News

The Canadian Centre for Research Analysis and Methods (CCRAM), led by Andrew Hayes, ran a successful Rocky Mountain Methodology Academy in Mathison Hall in July 2023. Fifty-eight participants (graduate students and postdocs, faculty, and researchers in government or industry) representing seven countries took between 1 and 4 of 8 classes in research design and data analysis being offered by CCRAM during the two-week academy. These courses were taught by Canada-affiliated experts in methodology, with the exception of world-renowned methodologist Kristopher Preacher of Vanderbilt University, who also delivered the keynote address.

## RESEARCH FUNDING

### External Funding

#### SSHRC INSIGHT GRANTS 2023

**Keyhani, M.** Principal Investigator  
Title: A Theory of Digital Portfolio Micropreneurship  
Amount: \$69,376

**Tunde Ogunfowora**, Co-Investigator  
Title: Socializing scruples: The effects of morally-oriented socialization on newcomer's unethical pro-organizational behavior over time  
Amount: \$71,794

**Steel, P.** Principal Investigator  
Co-applicant: Fariborzi, Hadi  
Title: The Effect of Rewards on Motivation, Effort and Performance  
Amount: \$91,610



**Whalley, A.** Principal Investigator  
Co-applicant: Kantor, Shawn  
Title: Scientific Labour Markets and Innovation  
Amount: \$89,748

#### 2023 SSHRC INSIGHT DEVELOPMENT GRANT

**Bailey, M.** Principal Investigator  
Shaffer, Blake & Myers, Erica  
Title: Field experiments to facilitate the electricity energy transition  
Amount: \$70,200

**Vijairaghavan, V.** Principal Investigator  
Title: Improving Energy Productivity through Information Technology  
Co-applicant: Nault, Barrie  
Amount: \$65,400

#### SSHRC PARTNERSHIP ENGAGE GRANTS

**Weinhardt, J.** Principal Investigator  
Title: Maintaining Motivation During the Job Search Process  
Amount: \$24,900

#### NSERC DISCOVERY GRANT

**Duran, A. S.** Principal Investigator  
Title: Optimal energy investment and pricing models for Canada's remote communities.  
Amount: \$185,000

#### NSERC DISCOVERY GRANT SUPPLEMENT

**Duran, A. S.** Principal Investigator  
Title: Optimal energy investment and pricing models for Canada's remote communities.  
Amount: \$12,500

#### NOVA FRQNT-CRSNG PROGRAM

**Barrie Nault** (Co-Investigator) and **Jian (Ray) Zhang** (Co-Investigator), NOVA FRQNT-CRSNG program for emerging researchers. Amount: \$249,300.

#### AFAANZ Research Grant 2023

**Luminita Enache** and Luiz Fernando Distadio (Griffith University)  
Title: Social factors, United Nations Sustainable Development Goals, and capital markets: an international study.  
Amount \$5,200

#### Internal Funding

#### VICE-PRESIDENT RESEARCH (VPR) CATALYST GRANT

**Vijairaghavan, V.** (PI) Fighting Digital Piracy Without Policymaker Intervention", 2023, \$11,600

#### TRANSDISCIPLINARY SCHOLARSHIP CONNECTOR GRANTS

**Keyhani, M.** Principal Investigator. Safaneh  
Co-applicants: Mohaghegh-Neyshabouri; Gias Uddin Richard Zhao  
Title: Understanding the Generative AI Disruption. Amount: \$8,500

#### 2023 SSHRC EXPLORE: ENHANCEMENT GRANTS

**Weinhardt, J.** Principal Investigator  
Title: Examining Judgments about Workplace Equity Programs  
Amount: \$4000 Year 2023-2024

#### AWARDS AND HONOURS

**Kanwal Bokhari** - Finalist for the 2023 Heizer Doctoral Dissertation Award in New Enterprise Development, Entrepreneurship Division, Academy of Management.

**Bokhari, K.** Academy of Management, Boston – 2023: Finalist for the 2023 Heizer Doctoral Dissertation Award, Entrepreneurship Division, Academy of Management.

**Bokhari, K.** (June 2023). Breaking the glass ceiling – many signals at a time: A configurational perspective on Investors' evaluations of startups founded by women entrepreneurs. Wellesley, Massachusetts, USA. The 2023 Diana International Research Institute on Women Entrepreneurship, Babson College.

**Hershcovis, M.S.** Paper accepted for the Honor Roll of Responsible Research in Business and Management. Hershcovis, S\*. Vranjes, I\*, Berdahl, J.L., & M. S., Cortina, L. M. & (2022). See no evil, hear no evil, speak no evil: Theorizing network silence around sexual harassment. *Journal of Applied Psychology*, 106, 1834-1847

#### RESEARCH PUBLICATIONS

#### ACCOUNTING (ACCT)

Bruslerie, H. D. L., & **Enache, L.** (2023). The dynamics of leverage of newly controlled target firms: Evidence after an acquisition. *Review of Quantitative Finance and Accounting*.

**Enache, L.**, Griffin, P. A., & Moldovan, R. (2023). Clarification or Confusion: A Textual Analysis of ASC 842 Lease Transition Disclosures. *European Accounting Review*, 90

De La Bruslerie, H., **Enache, L.** (2023). The dynamics of leverage of newly controlled target firms: evidence after an acquisition. *Review of Quantitative Finance and Accounting*, 61(2), 411–445

**Srivastava, A.**, Govindarajan, V., & **Iqbal, A.** (2023, April 24). Has technology sector lost its dominance?. *California Management Review*.

Govindarajan, V. **Srivastava, R.** **Srivastava, A.** and Kulkarni, A.R. (June 2023). Does your company have an India Strategy? *Harvard Business Review*.

Mohanram, P., **Srivastava, A.**, & **Basirianmahabadi, E\***. (2023). Activist short sellers bring many a mighty down. *California Management Review*.

Rajgopal, S., **Srivastava, A.**, & **Zhao, R.** (2023). Do digital technology firms earn excess profits? Alternative Perspectives. *The Accounting Review*, Vol. 98(4), 321–344.

Govindarajan, V., **Srivastava, A.** Silva, F.B. G. & Dantas, M. M. (2023). How Companies Should Prepare for Repeated Debt-Ceiling Standoffs. *Harvard Business Review*.

**Srivastava, A.**, **Zhao, R.**, & **Iqbal, A.** (accepted). A Better Estimate of Internally Generated Intangible Capital. *Management Science*.

## BUSINESS TECHNOLOGY MANAGEMENT (BTMA)

**Zhang, J.**, **Nault, B. R.** (2023). Information sharing in an MTO supply chain with upstream adjustments. *European Journal of Operational Research*, Vol.308(1), 97–112.

## ENTREPRENEURSHIP AND INNOVATION (ENTI)

Mcardle, J. F., Chene, D. G., & **De Koning, A. J.** (2023). Tax Strategies for Entrepreneurial Firms to Minimize the Impact of Section 280E. *Journal of Taxation*, 138(6), 21–29.

Jiang, R. J., **Osiyevskyy, O.**, Tao, Q. T., & Santoro, M. D. (2023). Casting a wide net in familiar vs. unfamiliar waters: Impact of types of alliance partner diversity on level and reliability of firm performance. *European Management Journal*.

**Peschl, H.**, Reid, V., Bortolin, L., **Peschl, R** (2023). Design Based Research Methodology to Create Curriculum for an Entrepreneurial Thinking Course. *International Journal of Management Education*, Vol. 21(3).

## FINANCE (FNCE)

**Herremans, I.**, **Hedges, P.**, Mahmoudian, F., Kleffner, A., & Tahir, M. (2023). The Paradox of the Payday Borrower: A Case Study of the Role of Planned Behavior in Borrowers' Motivations and Experiences. *Journal of Risk and Financial Management*, 16(5), 254. MDPI AG. Special Issue Financial and Economic Literacy—Implications for Education.

Jones, D. R., Wall, T., Kenworthy, A., Hurd, F., Dyer, S., **Hedges, P.**, & Sankaran, S. (2023). Hiding in plain sight: Exploring the complex

pathways between tactical concealment and relational wellbeing. *Organization (London, England)*, 30(3), 473–489.

## ORGANIZATIONAL BEHAVIOUR AND HUMAN RESOURCES (OBHR)

Grocutt, A., Granger, S., **Turner, N.**, Fordham, M., & Chmiel, N. (2023). Relative influence of senior managers, direct supervisors, and coworkers on employee injuries and safety behaviors. *Safety science*, 164, 106192.

**Reynolds, G.**, **Samuels, K.L.**, Din, C., & **Turner, N.** (2023). Doing leadership development through mentoring in a social learning space: The case of the inaugural Leadership Learning Lab. *Journal of Management Development*, 42(3), 234-252.

**Samuels, K.L.**, **Reynolds, G.**, & **Turner, N.** (2023). Finding fit in friction: The value of contrast in mentoring for leadership development. *Leadership & Organizational Development Journal*, 44(2), 291-303.

Barling, J., Granger, S., **Weatherhead, J. G.**, **Turner, N.**, & Pupco, S. (2023). Early family socioeconomic status and later leadership role occupancy: A multisource lifespan study. *Journal of Organizational Behavior*.

**Deng, C.**, & **Turner, N.** (2023). Identifying key mentor characteristics for successful workplace mentoring relationships and programmes. *Personnel Review*.

Isola, C., Granger, S., **Turner, N.**, LeBlanc, M. M., & Barling, J. (2023). Intersection of Intimate Partner Violence, Partner Interference, and

Family Supportive Supervision on Victims' Work Withdrawal. *Occupational Health Science*, 1-26.

**Ogunfowora, B.**, Andiappan, M., Stackhouse, M., & Varty, C. T. (2023). CEO Ethical Leadership as a Unique Source of Substantive and Rhetorical Ethical Signals for Attracting Job Seekers: The Moderating Role of Job Seeker Moral Identity. *Journal of Organizational Behavior*.

**Ogunfowora, B.**, \*Nguyen, V. Q., \*Lee, C. S., Babalola, M. T., & Ren, S. (2023). Do moral disengagers experience guilt following workplace misconduct? Consequences for emotional exhaustion and task performance. *Journal of Organizational Behavior*, 44 (3), 476-494.

Vranjes, I., Lyubych, Z, **Hershcovis, M.S.**, & Caza, B. (in press). Understanding perpetrator reactions to bystander intervention in interpersonal workplace aggression. *Academy of Management Review*.

## OPERATIONS & SUPPLY CHAIN MANAGEMENT

Rijal, A., **Bijvank, M.**, & Koster, R. (2023). Dynamics between Warehouse Operations and Vehicle Routing. *Production Operations Management*.

## RISK MANAGEMENT & INSURANCE

**Kleffner, A.** and Kelly, M. (2023). The 2010-2011 Canterbury Earthquake Sequence and Lessons for Canada." *Solvency Matters*, 22.

## Book Chapters

Shtepa, S., Bao, Y., & **Osiyevskyy, O.** (2023). 18. The impact of artificial intelligence on

management practice. *Research Handbook on Digital Strategy*, 324.

## Technical Reports

**Kleffner, A.** and Kelly, M. (2022). Catastrophe Insurance Solutions with Flexible Market Responses." Report prepared for Government of Canada Department of Finance.

## Editorial Board Reviewer

**Anup Srivastava** appointed as an Editor at *Accounting Horizons*

**Anup Srivastava** joined the editorial board of *Accounting Theory and Practice*

**Tunde Ogunfowora** joined the Editorial Board Membership in the *Journal of Organizational Behavior*

## Business Cases

**Cohen, N.** & Moody, C. & Bilton, T., (2023). Fresh Routes: Navigating Uncertain Times. Ivey Publishing

## Research Translation

Andiappan, M., Syackhouse, M., & **Ogunfowora, T.** (2023). [The ethical values and behaviours of CEOs play a crucial role in attracting new talent.](#) The Conversation.

**Silveira, G. J.C.** (May 2023). [The new Grocery Code of Conduct should benefit both Canadians and the food industry.](#) The Conversation.

## OTHER ACADEMIC ACTIVITIES

### Academic Conference Presentations

**De Koning, A.J. Bokhari, K.** (2023). Reconceptualizing Business Models for Impact: How Exploring and Designing Business Models can Lead to Fresh Perspectives on Competition and Collaboration in Social Enterprise Ecosystems. Industry Studies Association Annual Conference, Ohio State University, Columbus, Ohio, May 31- June 2

**Lehar, A.** Parlour, C. (2023). Battle of the Bots: Flash loans, Miner Extractable Value and Efficient Settlement, Crypto and Blockchain Economic Forum Conference, Columbia University, New York, May 4-6

**Lehar, A.** Parlour, C. (2023). Systemic Fragility in Decentralized Markets. Swiss National Bank Conference on Cryptoassets and Financial Innovation, Zuerich, May 26

**Moravvej, M., Lehar, A.** (2023). Private Settlement in Blockchain Systems. Bank of Canada Conference on Modern Payment Systems, Ottawa, Canada June 14-15th

**Iskra, E.** Business Law Pedagogy and AI. Canadian Academy of Legal Studies in Business Conference Banff, Alberta, April 28-30th.

**Huh, J.** Understanding second hand luxury consumers. (2023). INFORMS Marketing Science Conference, Miami, FL, June 8-10

**Huh, J.,** Flemons, W., Lisovak, L., Joe-Uzuegbu, J. (2023). Advancing Innovation: Envisioning

Precision and Personalized Health in Canada.  
Canadian College of Health Leaders National  
Conference, Toronto, On, June 4-6

**Mansouri, M.** (2023). Understanding the Effects  
of the Pandemic on Post-Secondary Students'  
Global Outlook. ASAC Conference - Strategy  
Division, Toronto, June 3 – 5

**Mansouri, M.** (2023). Navigating the Storm:  
Examining Student Well-being and Coping  
Strategies During COVID-19. . ASAC Conference -  
Strategy Division, Toronto, June 3 – 5

**Shahsahebi, M\*, Alp, O., Sabouri, A, &  
Weinhardt, J.** (2023). Towards understanding the  
causes of developing biased algorithms by  
programmers”, MSOM 2023 Conference  
Montreal, QC, June 24-26

**Alp, O., Aslani, A.** (2023). Economies of scope  
contracts to coordinate assortment planning in  
omni-channel retail supply chains. MSOM 2023  
Conference Montreal, QC, June 24-26

**Alp, O., Tang, X., He, Y.** (2023). Towards circular  
economy: Coexistence or encroachment in  
industrial symbiosis, MSOM 2023 Conference  
Montreal, QC, June 24-26

**Alp, O., Tang, X., He, Y.** (2023). Coexistence or  
encroachment in industrial symbiosis. POMS  
2023 Conference Orlando, FL, May 21 – 25

**Shahsahebi, M\*, Alp, O., Sabouri, A, &  
Weinhardt, J.** (2023). An Experimental Analysis  
to Understand the Causes of Developing Biased  
Machine Learning Algorithms by Developers.  
POMS 2023 Conference Orlando, FL, May 21 – 25

**Alp, O., TeymoorianMotlagh, S\*, Duran, S.**  
(2023). Design of Efficient Feed-in Tariff and Tax  
Rebate Policies for Rooftop Solar Adoption.  
POMS 2023 Conference Orlando, FL, May 21 – 25

Tan, T., **Alp, O., Udenio, M.** (2023). Retreat,  
Defend, or Attack? Optimal Investment Decisions  
in Green Technology under Competition”, POMS  
2023 Conference Orlando, FL, May 21 – 25

## Conference Proceedings

**Koskinen, Y.,** Panelist at Energy Transition Centre  
(May 30, 2023). Topic: How Canada's 2023  
Budget Impacts Energy Transition.

**Koskinen, Y.,** Moderator at Energy Transition  
Centre (June 7, 2023). Topic: Canada's  
Competitiveness in a Net-Zero World.

## Conference Service

**Vijairaghavan, V.,** Session Chair, "Platforms,  
Firms and Strategic Decisions", INFORMS Annual  
Meeting, Phoenix, October 2023

**Vijairaghavan, V.,** Member, Program Committee,  
Conference on Information Systems and  
Technology (CIST), Phoenix, October 2023

**Vijairaghavan, V.,** Organization, Program  
Committee, Conference on Information Systems  
and Technology (INFORMS CIST), Indianapolis,  
Indiana, October 15th and 16th, 2023

## Webinars

**Koskinen, Y.** (April 5, 2023) ESG: Business  
Strategy or Political Football?. Institute for  
Sustainable Finance, Queen's University

## Seminars

**Lehar, A.** Parlour, C. Systemic Fragility in  
Decentralized Markets. UC Santa Barbara, May  
19

**Choi, K. J.** What Doesn't Kill You Makes You  
Riskier: The Impacts of CBCD on Banking Stability.  
Economics Department, Yonsei University on  
April 18th

## IN THE MEDIA

**Christine Daly** received the [Constructed  
Environment International Award](#) for Excellence  
for Volume 16

**Anup Srivastava –**  
[Lynx Air's seasoned CEO](#) aims to write a new  
story for the budget airline

**Alexander David –** Shaye Ganam Show (CHED  
Edmonton and QR Calgary) June 7, 2023.  
[Discussion on BoC's decision](#) on an interest rate  
hike or to hold steady at the current rate.

**Yrjo Koskinen** Enbridge, Suncor targets of  
climate-focused shareholder activism ahead of  
2023 proxy season, Financial Post, March 7, 2023

**Yrjo Koskinen** There is indeed a problem with  
ESG investing — just not the one you think, op-  
ed at the Globe and Mail, March 17, 2023

**Yrjo Koskinen** Budget 2023 moves Canada  
toward low-carbon future, but there's catching  
up to do, say experts, CBC, March 29, 2023



## PhD/DBA MILESTONES

### **MOTAHHAREH MORAVVEJ**

(Moty), a Finance PhD student, passed her PhD proposal defence, August 3, 2023



**CATHERINE HEGGERUD**, a DBA (Strategy and Innovation) student, passed her candidacy (oral) exam on April 20, 2023



**ROGER THOMPSON**, a DBA student, passed his written Field of Study exam on July 14, 2023.



**JASON JOGIA**, a DBA student, passed his written Field of Study exam on July 19, 2023.



**DAVE CARR**, a DBA student, passed his written Field of Study exam on August 22, 2023.



## **DISSERTATION DEFENSE**

**SHAWN PEET** defended his DBA dissertation “Sensing Opportunity and Acting to Create Change: A Case of Institutional Entrepreneurship” on May 31, 2023.  
Supervisor **Dr. Jaana Woiceshyn**  
Co-Supervisor **Dr. Peter Sherer**



**RAHAT JAFRI** defended his dissertation “Financial Reporting Neutrality, Corporate Tax Planning, and the role of Corporate Transparency” on June 6, 2023. Rahat will begin his career as an Assistant Professor at MacEwan University.  
Supervisor: **Dr. Hussein Warsame**



**ANEEL IQBAL** defended his dissertation “The impact of intangible intensity on the amount and quality of accruals, the tone of narrative disclosures, and the stock of capital assets.” on June 27, 2023  
Supervisor: **Dr. Anup Srivastava**  
Co-Supervisor **Dr. Hussein Warsame**



**AMIN ASLANI** defended his dissertation “Three Essays on Assortment Planning in Omni-Channel Retail Supply Chains” on August 15, 2023. Starting in Fall 2023, Amin will join the Alberta School of Business at the University of Alberta as a Postdoctoral Fellow.  
Supervisor: **Dr. Osman Alp**



**RYAN REX** defended his DBA dissertation “Understanding the Psychological Mechanisms that Explain How Transformational Leadership Influences Employee Psychological Wellbeing” on July 27, 2023.  
Supervisor: **Dr. Julie Weatherhead**  
Co-Supervisor: **Dr. Nick Turner**



**YE (FRANK) WANG** defended his dissertation “Cost Uniqueness: An Alternative Lens for Examining Cost Behavior.” on August 28th, 2023.  
Supervisor: **Dr. Raj Mashruwala**  
Co-Supervisor **Dr. Mark Anderson**



## CONTACTS

Haskayne Research Information including tools for grant funding, faculty and university policies, case writing and publishing, and various workshop information is available on the [HSB Research Info Centre](#) on D2L.

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