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Performance Summary

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<th>2007</th>
<th>2006</th>
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<tr>
<td>Book Chapters</td>
<td>9</td>
<td>8</td>
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<tr>
<td>Books or Monographs</td>
<td>4</td>
<td>6</td>
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<td>Conference Contributions</td>
<td>75</td>
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<td>Editorial Board Memberships - #</td>
<td>25</td>
<td>25</td>
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<tr>
<td>Eligible Faculty #</td>
<td>59</td>
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<tr>
<td>Grants – Internal Amount</td>
<td>$ 67,175</td>
<td>$ 27,750</td>
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<td>Grants – External Amount</td>
<td>$ 204,061</td>
<td>$ 214,494</td>
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<td>Grants – External Number - NEW</td>
<td>6</td>
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<td>Professional articles (magazines, newsletters)</td>
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<tr>
<td>Refereed Scholarly Articles</td>
<td>34</td>
<td>39</td>
<td></td>
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<tr>
<td>Research Active Faculty (# RA / Current members)</td>
<td>41 / 59 = 70%</td>
<td>41 / 56 = 73%</td>
<td></td>
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<tr>
<td>Reviews (Journal or refereed conferences)</td>
<td>48</td>
<td>56</td>
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Articles Published in Refereed Scholarly Journals
These are generally viewed as the pinnacle of scholarly research publication channels for our faculty members. The papers that are published in refereed scholarly journals are viewed by our faculty members’ peers to be of high quality and can hold the promise of potentially impacting the direction of entire fields of subject matter area knowledge. These journals are often viewed by other professors to have quality levels that are inversely correlated to their acceptance rates, with the best refereed journals having acceptance rates at or under about 10% of all papers submitted to them.

In the past year, during November, the Odette School of Business Faculty Council passed a Research Quality Assessment (RQA) policy. One of the key elements of the RQA is a categorization of journals into different tiers based on a journal’s relative impact and quality. The RQA rates these as excellent (with pinnacle journals being the best of these); very good, good, and other. Some journals are also listed as unclassified, most likely because these are publications in journals outside of the Business fields traditionally found within the Odette School. We encourage our faculty to aim for the highest quality journals, recognizing that other factors may also come into play when considering appropriate outlets.

<table>
<thead>
<tr>
<th>OSB RQA Journal Classification – 2007 TOTALS = 34</th>
</tr>
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<tbody>
<tr>
<td>Excellent = 3</td>
</tr>
<tr>
<td>Good = 7</td>
</tr>
<tr>
<td>Unclassified = 12</td>
</tr>
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</table>


34. Jerry Sun’s paper (w/ J. Efrim Boritz and D. Kennedy) "Predicting Business Failures in Canada" was published in the refereed *Accounting Perspectives* (formerly *Canadian Accounting Perspectives*), (Good; Canadian Academic Accounting Association - ISSN: 1911-382X), Vol. 6(2), pp. 141-165, July 2007.
Articles Published in Professional Journals, Magazines or Newsletters
These articles are ones primarily targeted at business or management practitioners. They are often published by associations representing fields of business endeavour, and can have readership numbers and rates that dwarf those of many of the best subscribed refereed scholarly journals. They are editor-reviewed at a minimum, sometimes reviewed by additional editorial board members, and are nearly always written with the goal of relevance to practicing business people and managers in mind. As such, these publications often find their way into the classroom where they are used to instruct future generations of practitioners and managers.


Books, Book Chapters and Monographs
Business school professors, similar to their academic colleagues in other university fields, often view the publication of an original piece of research in a more comprehensive book format as the crowning achievement of a program or stream of research. Books can consist of the publication of originally authored scholarship; edited scholarship, or instructional (i.e. textbooks) materials by nature. Book chapters are frequently chosen on a competitive, peer-reviewed basis and are usually part of larger collections of papers collected around a particular subject matter area focus. Lastly, monographs are typically published by specialized research houses or sponsored by professional associations and will ordinarily contain a greater volume of content and information than is ordinarily found in traditional journal articles.

<table>
<thead>
<tr>
<th>OSB RQA Book / Chapter / Monograph Classification Scheme</th>
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<tr>
<td>Excellent = 0</td>
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<tr>
<td>Very Good = 3</td>
</tr>
<tr>
<td>Good = 5</td>
</tr>
<tr>
<td>Other = 0</td>
</tr>
<tr>
<td>Unclassified = 1</td>
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</tbody>
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4. Jeffrey Kantor: “Marc Chagall and the Art Market” is in Marc Chagall, Tel-Aviv Museum, Tel-Aviv University, pp. 104-114, 2007.


Conference Publications, Presentations and Participation

Our faculty members participate in a large number of national and international conferences on an annual basis. Many of these conferences have selective acceptance policies for papers that are published in their proceedings and/or are chosen for presentation at these meetings. Articles published in conference proceedings or presented at these meetings can also serve as good indicators of the kind of research that will be published in the near future (i.e., within the next 12-18 months) as many of these papers are reporting on research which is not yet fully developed. These papers are usually discussed at the scholarly meetings; revised based on comments received, and subsequently submitted for publication consideration in more rigorous refereed journals or as chapters. The full listing of the conferences our faculty presented at is found on pp. XX of this Report.


14. **Craig S. Fleisher** presented his paper “Open Source Intelligence and its Implications for Intelligence Analysis and Analysts,” which was also published in the *Proceedings* of the 3rd *Conference on Intelligence and Security*, Madrid, Spain, November 2007.

15. **Craig S. Fleisher**’s paper “Assessing the Effectiveness of Analysis and Planning Processes in Larger Enterprises,” was presented and is in the *Proceedings* of the 28th *McMaster World Congress*, Hamilton, ON, 2007.

16. **Craig S. Fleisher** (w/ B. Bensoussan) presented “Evolving Ideas on Business and Competitive Analysis” by invitation, to the 2007 Annual International Conference of the *Society of Competitive Intelligence Professionals* (SCIP), New York City, April, 2007.

17. **Denise Ghanam** (w/ P. Cox): “Invisible HR: A Model for the Outsourcing of the HR Function in the Automotive Sector” was presented at the 7th Annual *Hawaii International Conference on Business*, Waikiki, May 24-26, 2007.


22. **Roger Hussey** presented his paper: “Canada is on the International Accounting Stage” at the annual conference of the *International Academy of Business and Public Administration Disciplines*, New Orleans, October 2007. Published in *Proceedings*.


26. Gerry Kerr and Francine Schlosser’s paper “Start-up and Success in Ethnic New Ventures” was presented (by F. Schlosser) at the *Babson College Entrepreneurship Conference* (BCERC) in Madrid, Spain, June 6-9, 2007 and was published in the *Proceedings*.

27. George Lan and Zhenzhong Ma’s (w/ J. Cao and Z. He) paper “Personal Values of Chinese Accounting Practitioners and Students” was presented at the *Administrative Sciences Association of Canada* conference, June 2-5, 2007, in Ottawa.


33. Kevin Li (w/ Y. Ke and K.W. Hipel): “Canadian West Coast Port Congestion Problem: An Integrated Conflict Analysis Approach” was presented at the *Group Decision and Negotiation* meeting, Mt. Tremblant, Montreal, May 14-17, 2007.

34. Kevin Li (w/ Z. Wang) presented their paper: "Heuristics for Loading Homogeneous Boxes into a Container" at the INFORMS International Meeting, San Juan, Puerto Rico, USA, July 7-11, 2007.


52. Audra Ong presented her paper: "Identifying the Knowledge, Skills and Experience Factors of Successful Researchers", at the Issues in Global Business and International Accounting in the 21st Century, Universidad de Guanajuato (Mexico), July 2007. There are no formal Proceedings for this conference.


61. Francine Schlosser and Gerry Kerr: “Immigrant Entrepreneurs: Trust as the Consequence of Successful Social Investments Framed by Established Rules for Interaction” was presented at the 4th Workshop on Trust Within and Between Organizations, EIASM, Amsterdam, October, 2007.


68. **Jerry Sun** (w/ S. Cahan and D. Emanuel) presented "CEO Stock Option Grants, Future Earnings Performance, and Corporate Governance Quality of Compensation Committees" at the *Accounting and Finance Association of Australia and New Zealand* (AFAANZ) 2007 Annual Conference, Gold Coast, Queensland, Australia, July 2007.


Grants and Research Funding
Grants and research contracts, particularly when earned through a competitive (i.e. double blind, peer-reviewed) selection process, indicate that agencies or related institutions perceive value in proposed research being conducted by our faculty members. Our faculty members hold a number of grants from Canada’s premier research agencies, such as the Social Science and Humanities Research Council (SSHRC); Canadian Institute for Health Research (CIHR), and National Science and Engineering Research Council (NSERC), among others, and have been achieving higher levels of total annual funding for the last few years. These amounts are captured in the “funding received from external sources” listing below.

The University of Windsor (UW) and Odette School of Business (OSB) also provides smaller funding support (sometimes referred to as “seed” funding) for projects that are usually in embryonic and/or less-developed states of development than would be called for by the major research agencies. These are captured in the “funding received from internal sources” listing below.

Funding (Grants/Contracts) Received from External Sources (6 NEW, total $204,061 in 2007)

1. Yash Aneja received $25,000 in the fourth year of a 5 year, $125,000 grant from the National Science and Engineering Research Council (NSERC) Discovery Grants program to research “Certain optimization problems over networks,” 2004-2008. (YR. 4 of 5)

2. Marjorie Armstrong-Stassen received a $93,919 grant over 3 years (2005-2007) from the Social Science and Humanities Research Council (SSHRC) for her research into the employee characteristics, organizational practices and environmental factors influencing the employment decisions of older workers. Dr. Armstrong-Stassen’s research is expected to benefit policymakers and employers who face the challenges of an aging population. The first year amount is $36,951 (2005), year two is $30,615 (2006), and year 3 is $26,353 (2007).


4. Craig Fleisher was awarded a research contract of $5,000 for “Analysis in Competitive Technical Intelligence” by the National Research Council of Canada (NRC), Centre for the Institute of Scientific and Technical Information (CISTI), Ottawa, 2007. (Contract - external) (NEW)

5. Craig Fleisher and Gerry Kerr were awarded a Windsor-Essex Development Commission (WEDC) grant of $22,500, for their project “Strategic Plans and Processes for a Regional Economic Development Commission”, 2007. (NEW)

6. Denise Ghanam received a grant of $28,500 (over two years – April 2005 – March 2007) from the AUTO21 Network for her thesis research “Outsourcing Strategic Corporate Components: Human Resources, a Case Study”, which was renewed for an additional $28,500 over two years (April 2007 – March 2009). (Grant - external) (NEW)

7. Maureen Gowing and David Hutchinson (w/ N. King): “A Reliable and Valid Measure of Patient-centred Care (PCC)” was awarded an SSHRC 4A grant in the amount of $5,000, September 2007. (NEW)

8. Kevin Li’s project entitled “Decision Support for Strategic Conflicts and Inventory Classification” has been funded by the NSERC (National Sciences and Engineering Research Council of Canada) at $15,000 for each of five years (2006-2010) - Total amount: $75,000. (YR. 2 of 5)

9. Xiaohua (Howard) Lin, Fritz Regier and Andrew Templer (w/ J. Guan, and M. Han) received a 3-year (2005-2007) Social Sciences and Humanities Research Council (SSHRC) grant for a total of $80,434
funding ($26,811/yr.) for the project "Ethnic Entrepreneurship in Network Marketing Organizations: Cultural Dynamics and Structural Reproduction." (YR. 3 of 3)

10. Bharat Maheshwari’s project (w/ V. Kumar and R. Pollanan, Carleton University): “Implementing Regulatory Internal Control Requirements: Enterprise Systems Perspective” was awarded a $10,000 Canadian Financial Executives Research Foundation grant over the years 2007-2008. A matching grant of $10,000 was also received from Ontario’s Ministry of Research and Innovation through the ORNEC project. Total: $20,000 ($10,000/3 investigators = $3,333 each per year) (NEW – YR. 1 of 2), 2007.

11. Bharat Maheshwari’s project (w/ V. Kumar and R. Pollanan, Carleton University): “Use of Enterprise Systems and Performance Management Systems in Implementing Compliance with Sarbanes-Oxley Act” was awarded a CAAA-SAP research grant of $10,000 over three years (2006-2008). A matching grant of $10,000 was provided by Ontario’s Ministry of Research and Innovation through the ORNEC project. Total: $20,000. ($6,666/3 investigators = $2,222 each per year) (NEW – YR. 1 of 3), 2007.

12. Francine Schlosser was awarded a Social Science and Humanities Research Council of Canada (SSHRC) standard grant in April, 2006, for “Diffusing an Entrepreneurial Orientation throughout an Organization”. The award is for $68,900 over four years (2006-2009, $17,225/yr) (Grant – external) (YR 2 of 4).


14. Anne Snowdon (w/ L. Ferrara, M. Garrette, K. Saunders, E. Visser) received a grant in the amount of $231,000 total ($20,000 from AUTO21, with matching funds from Intier Automotive ($36,000) and $175,000 in kind, for their project “Child Safety in Vehicles: Development and Testing a Booster Seat Strategy and Prototype”, 2006-2008, ($77,000/5 investigators = $15,400 per year; YR. 2 of 3)

**Funding Received from Internal Sources (26 total for 2007, $32,750 from UW, $34,425 from OSB = $67,175 total)**

1. Yunbi An was awarded an Odette School of Business RTIF grant for $3,000 for his project “Corporate Governance Proposals and Shareholder Activism: Canadian Evidence” in the W07 competition. (OSB grant)

2. Yunbi An was awarded $1,250 from the University’s Academic Development Travel Fund in the W07 competition, for his project: "Corporate Governance Proposals and Shareholder Activism". (UW grant)

3. Ata Assaf: “The Stable-GARCH Model in the Canadian Banking System and its Implication for Risk Management” received an Odette School of Business Research and Teaching Innovation Fund grant of $1,500 for the F06/W07 competition. (OSB grant)

4. Dave Bussiere was awarded an Odette School of Business RTIF grant for $3,000 for his project “Survey Testing of Two Models”, in the W07 competition. (OSB grant)

5. Eahab Elsaid was awarded a $1,000 ADTF grant for his project “Outside Successor Compensation”, 2007.

6. Tony Faria was awarded an Academic Development Travel Fund grant in the amount of $1,000, in the W07 competition. (UW grant)
7. **James Higginson** was awarded an Odette School of Business RTIF grant for $2,425, for his project: “Analysis of the Windsor-Detroit Border Crossing Problem: An Update”, in the F06/W07 competition. (OSB grant)

8. **Diana Kao** was awarded an Odette School of Business RTIF grant of $3,000 for her paper “Critical Factors for E-Business in China: Implications on Management” in the F06/W07 competition. (OSB grant)

9. **Gerry Kerr** and Francine Schlosser were awarded an internal HSSRG award in the amount of $5,000, for their paper “Assessing the Longitudinal Performance of Ethnic New Ventures.” (UW grant)

10. **Gerry Kerr** was awarded an Odette School of Business RTIF grant for $2,300 for his project “Start-up and Success in Ethnic New Ventures” in the F06/W07 competition. (OSB grant)

11. George Lan and Chike Okechuku were awarded an Odette School of Business RTIF grant for $3,000 (total), for their project “Job Satisfaction and Personal Values of Canadian and Chinese Accounting Practitioners” in the F06/W07 competition. (OSB grant)

12. Jonathan Lee was awarded a $1,250 Academic Development Travel Fund Grant from the office of the Associate Vice-President of Research, July 2007. (UW grant)

13. Kevin Li was awarded an Odette School of Business RTIF grant for $4,000 ($1,000 carry-over from 2006) for his project “Coordination Issues in Supply Chain Management”, in the F06/W07 competition. (OSB grant)

14. Kevin Li was awarded $2,000 in seed money for his proposal “Explore Multi-client Outsourcing from a Scope Economies Perspective”. The award is from IDRET (International & Development Research, Education & Training), operated under Windsor International. (UW Grant)

15. **Zhenzhong Ma** was awarded an Odette School of Business RTIF grant for $3,000 for his project “How Do Personality and Cultural Values Shape the Negotiation Process and Outcome? The Mediating Role of Negotiator Cognition” in the F06/W07 competition. (OSB grant)

16. Zhenzhong Ma was awarded a $1,000 Academic Development Travel Fund Grant from in the W07 competition. (UW Grant)

17. **Zhenzhong Ma’s** project “Volunteering of Chinese Immigrants in the Great Windsor Area: The Pattern and the Barriers” has been award an internal University of Windsor HSSRG grant of $5,000. (UW grant)

18. **Zhenzhong Ma** has been awarded a $2,000 grant through International and Development Research, Education and Training (IDRET), for his paper "Exploring the Key Success Factors for Canadian Companies Doing Business in China". (UW Grant)

19. **Francisco Moro** was awarded an Odette School of Business RTIF grant for $3,000 for his project “Implementing Information and Communication Technologies in Health Care Organizations” in the F06/W07 competition. (OSB grant)

20. **Francisco Moro** was awarded an Odette School of Business RTIF grant for $3,000 for his project “Implementing Information and Communication Technologies in Health Care Organizations” in the F06/W07 competition. (OSB grant)

21. **Jacqueline Power** received a $5,000 Health Research Centre for the Study of Violence against Women Faculty Research Grant on November 14, 2007, for her study “The Effect of the Perceived Threat of Violence in the Workplace on Employee and Organizational Outcomes: Canadian Nurses and Threatening Workplaces”. (UW grant)
22. Jacqueline Power was awarded a University of Windsor ORS award in the amount of $5,000 to study the effects of workplace bullying on the health of Registered Nurses (RNs) in Ontario. She will be conducting this research with the help of the College of Nurses of Ontario. 2007. (UW grant) (NEW)

23. Francine Schlosser was awarded an Academic Development Travel Fund grant in the amount of $3,000 in the F06/W07 competition, for their paper “Anticipating and Developing Born Global Potential in Military Peacekeepers”. (UW grant)

24. Rajeeva Sinha was awarded an Odette School of Business RTIF grant for $3,000 for his project “Securitization & Structured Finance I – Managing your Risks and Financing the Future”, in the F06/W07 competition. (OSB grant)

25. Andrew Templer was awarded an Academic Development Travel Fund grant in the amount of $1,250, in the W07 competition. (UW grant)

26. Nancy Ursel was awarded an Odette School of Business RTIF grant for $1,950 for her project “Legal Conference on Investment Banking”, in the Fall 2006/Winter 2007 competition. (OSB grant)
Editorial Board Membership and Participation

Editorships and membership on editorial boards of academic journals indicate the impact faculty members have on research in their field. Becoming an editor of a journal is an indicator of leading stature in a field, while membership on editorial boards can indicate rising stature. Our faculty members are active on the editorial boards of many international or regional journals in their areas of subject matter expertise.

1. **Ata Assaf** was an Editorial Board member for:
   - *The Open Economics Journal* (referred – Unclassified; Bentham Open, Netherlands, ISSN: 1874-9194) - 2007

2. **Tony Faria** currently sits on the Editorial Review Board/Board of Directors for (4) associations: *The Association for Business Simulation and Experiential Learning, the Southern Business Review, the American Marketing Association (Detroit Chapter)*, and the *Marketing Management Association*.

3. **Tony Faria** is the Business Editor for the journal *Simulation & Gaming*, the leading global journal on experiential learning.

4. **Craig Fleisher** is on the Editorial Boards of:
   - *Journal of Public Affairs* (Wiley) – Associate Editor
   - *Journal of Competitive Intelligence & Management* (Society of Competitive Intelligence Professionals)
   - *International Journal of Technology Intelligence and Planning* (Inderscience)
   - *SAGE Series on European Marketing*
   - *Asia Pacific Public Relations Journal* (Deakin).

5. **Roger Hussey** was appointed to the Editorial Board of the *World Journal of Financial Management* published in the UK.

6. **Jonathan Lee** serves on the Editorial Boards of (7) journals:
   - *Academy of Entrepreneurship Journal*
   - *Business Journal for Entrepreneurs*
   - *International Journal of Entrepreneurship*
   - *Journal of International Business Research*
   - *Journal of Business in Developing Nations*
   - *Journal of Organizational Culture, Communications and Conflict*
   - *North Korean Review* (Associate Editor)

7. **Jagdish Pathak** was invited to be Associate Editor (Accountancy area) of the *International Journal of Applied Decision Sciences* (Inderscience), effective September, 2007. Information about the Journal can be found at: [http://www.inderscience.com/browse/index.php](http://www.inderscience.com/browse/index.php)

8. **Jang Singh** serves on the Editorial Advisory Board of *European Business Review*.


10. **Anne Snowdon** guest edited Vol. 39(3), September 2007 issue of *The Canadian Journal of Nursing Research* (referred – Unclassified; McGill University, Canada – ISSN: 0844-5621)

11. **Andrew Templer** served on the Editorial Board of *Canadian Business*’ Top 100 Employers issue, 2007.
Our faculty members serve as reviewers and commentators to editors on papers submitted by other academics for a large number of reputable national and international journals. Being asked to serve as a reviewer is an indication that our faculty members are recognized by senior academics who serve as editors of journals or division chairs of academic scholarly in their fields as being current, well-informed, and experts in certain areas of subject matter or research process expertise. Reviewing also sharpens the research-related skills exhibited by our faculty members and can be an important step in their academic development.


2. Ata Assaf was a reviewer/referee for:
   - *Journal of Multinational Financial Management* – 2007 (Very Good – Elsevier BV, ISSN: 1042-444X)

3. Gokul Bhandari reviewed papers for the *International Conference on Information Resources Management* (Conf-IRM), scheduled to be held in Niagara Falls, ON, May 18-20, 2008.


8. Maureen Gowing reviewed an article for the *International Academy of Business Disciplines* conference, Orlando, March 2007. The article was "Price Elasticity, Cost Structure and Operating Income".


11. George Lan reviewed three cases for the *CAA (Canadian Academic Accounting Association)* conference held in Halifax, May 31-June 3, 2007.


15. Audra Ong served as a reviewer for the Center for International Accounting and Education Research, Niagara University, to review papers submitted for the annual refereed *Emerging Issues in International Accounting* conferences, 2007.


18. Jacqueline Power reviewed several items for the *Academy of Management’s* Human Resource and Organizational Behaviour divisions, and was nominated for the position of Chair of AOM’s Gender and Diversity division, 2007.

19. Martha Reavley was an academic reviewer for (2) journals: *Journal of Enterprising Communities* (Emerald, UK, ISSN: 1750-6204), (2007), and *Canadian Journal of Administrative Sciences* (Dalhousie, refereed, ISSN: 0825-0383), (2007), and (1) conference: *McGill International Entrepreneurship Conference* (2003-present).

20. Francine Schlosser reviewed papers for both the *Academy of Management* and the *Administrative Sciences Association of Canada* in 2007.


22. Nancy Ursel evaluated a SSHRC Standard research grant application, and reviewed an article for the *Canadian Journal of Administrative Sciences* and refereed a paper for the journal *The Financial Review*. 
Other Accomplishments (Awards, Achievements, Activities, Recognitions, etc.)

Odette faculty are often recognized for their scholarship and research-related activities, not only by our peers within the University of Windsor, but also by academic associations, industry groups, professional bodies, and of course, our students. A growing part of this recognition is in the form of interviews requested with news and specialized media outlets. This listing demonstrates the wide variety of accomplishments achieved by our faculty during the prior calendar year.

1. **Yunbi An** was an External Reader for University of Windsor Computer Science Master’s student Liu He. Completed, 2007.


3. **Marjorie Armstrong-Stassen** (w/ S.J. Cameron) were invited to present “Organizational Issues Relevant to Hospitals and Community Health Agencies” at the Odette Connects Breakfast Series, University of Windsor, February 15, 2007.

4. **Marjorie Armstrong-Stassen** was quoted in the article “Keep boomers working: Senators minister says panel looking at ways to keep older workers on job and avert labour shortage” in the Toronto Star for July 30, 2007(by-line Richard Brennan, Ottawa Bureau).

5. **Fazle Baki** was a Committee Member for University of Windsor Master’s student Abu Uddin. Completed, 2007.

6. **Fazle Baki** was an External Reader for University of Windsor Doctoral student Lihua An, on her thesis “Shrinkage Estimation of Variance Components with Applications to Microarray Data”. Completed, 2007.

7. **Fazle Baki** was a Supervisor/Advisor for University of Windsor Master’s student Talal Kattan, on his thesis “Cell Formation Problem – A Lagrangean Relaxation to Mathematical Programming Approach and a Linear Performance Measure” (2005-2007).

8. **Fazle Baki** was a Supervisor/Advisor for University of Windsor Master’s student Tawei Li, on his thesis “One-operator, Two-machine Flow Shop Scheduling with Setup Times for Machines and Total Completion Time Objective". (2005-2007).

9. **Dave Bussiere** was quoted in an article entitled “Parents Avoid Chinese Imports” regarding consumer toy purchasing habits and recalls in the toy manufacture business (by-line Sonja Puzic), publish date Friday, August 17, 2007.

10. **Dave Bussiere** was a Master’s Committee member for University of Windsor Human Kinetics Masters candidate Bonnie Simpson. Completed, 2007.

11. **Keith Cheung** served as Co-supervisor for University of Windsor Master’s student Hong Xu, on his thesis “Corporate Governance in China”. Completed, September 4, 2007.

12. **Greg Dunning** made the presentation “FASB Update and Emerging Agenda Issues” at the MACPA Continuing Education Program, at the MACPA Fall Accounting Forum, Ann Arbor, MI, December 2007. He made the same presentation at the MACPA Spring Accounting Forum in Troy, MI, in May 2007.

13. **Greg Dunning** and **Jack Freeman** made four invited presentations in 2007: “FASB Update and Emerging Agenda Issues” at the MACPA Continuing Education Program, at the MACPA Fall Accounting Conference, in Lansing, MI in September 2007, and in Troy, MI, in October 2007. They also did this presentation at the MACPA Summer Management Information Show in Novi, MI, in June 2007; and at the MACPA CPE Mega Conference in Lansing, MI, in June 2007.
14. **Eahab E. Elsaid** gave the invited presentation “The Antecedents of Simultaneous Appointments to CEO and Chair” at California State University, Bakersfield, April 2007.

15. **Eahab E. Elsaid** gave the invited presentation “The Antecedents of Simultaneous Appointments to CEO and Chair” at the University of Regina, April 2007.

16. **Tony Faria** received a Lifetime Achievement Award at the 34th Annual ABSEL (Association for Business Simulation and Experiential Learning) Conference in San Antonio at the end of March, 2006. Tony served as Dean of the ABSEL Fellows from 1996 to 2006, and sat on the ABSEL Board for 34 years, which he is now exiting as one of the twelve original founders.

17. **Tony Faria** gave the keynote talk entitled “In a Growing Automotive Market, Why is Windsor Suffering?” at a meeting of the *Canadian Italian Professional Business Association* on May 1, 2007.


21. **Tony Faria** did 112 media interviews in 2007, including 70 CBC and other TV and radio interviews; 5 A-Channel news spots, and 37 newspaper interviews including the Windsor Star, New York Times, The Financial Post, St. Louis Post-Dispatch, Detroit News and Detroit Free Press. The TV interviews included two on The National, and local TV stations from Montreal, Ottawa, Toronto, Calgary and Vancouver.

22. **Craig S. Fleisher** and Odette MBA student Fabio Costante presented “Pulse of the Region: A Business Confidence Survey of Windsor and Essex County,” for the *Odette Connects* Breakfast Series, January 18, 2007. The results from this study are available in presentation format on the OSB website.

23. **Craig S. Fleisher** (w/ B. Bensoussan) presented a research webinar on emerging developments in business and competitive analysis (the topic of their newest book published by FT Press and Wharton School Publishing) on April 11, 2007.

24. **Craig S. Fleisher** presented as part of an invited panel “Addressing the Challenges of Being a New Faculty Member” for the Social Issues in Management division at the *Academy of Management* annual meetings, Philadelphia, PA, August 2007.

25. **Craig S. Fleisher** was appointed an academic member of the *European Centre for Public Affairs*. The ECPA is a not for profit association that has particular expertise in public affairs practice in the European Union (EU).

26. **Craig S. Fleisher** was interviewed by the *Chicago Tribune* about competitive intelligence and was quoted in an article in the business section of the paper on December 10, 2007.

27. **Craig S. Fleisher** was quoted in the cover article about competing on analytics for the July, 2007, Vol. 27(1) issue of *Database Trends and Applications*.

28. **Craig S. Fleisher** was named 2007 Advisor of the Year (Canada) for the *Golden Key International Honour Society*.

29. **Denise Ghanam** did several TV interviews on the impact of the DaimlerChrysler announcement on Windsor, and the auto sector in general. The follow-up aired on CBC (French) television in March, 2007.
30. Denise Ghanam was interviewed by CBC TV on April 23, 2007, commenting on the DFI ranking of Windsor as the #1 small city in North America for investment. She was also interviewed on April 24 for the A Channel news in relation to the placement of Windsor Family Credit Union as #17 on the Top 50 best employers list published by Canadian Business magazine.

31. Denise Ghanam has been appointed as the lead academic researcher on a large consulting project (approximately $330,000), being undertaken by LSM Consulting and Decima Research. Together with Tony Faria and Bob Renaud, and researchers from Queens and McMaster, the team will undertake a national, multi-method detailed study of human resource issues and challenges in the Canadian automotive sector, including case studies, employee and employer surveys, HR and CEO interviews, labour and supplier focus groups, and secondary data analysis. The study is funded by HRDC through the Council of Automotive Human Resources, a sectoral based group which represents the assemblers and parts makers in the automotive, bus and truck industries.

32. Maureen Gowing served as a discussant at two sessions: "Employees' Perceptions of the Workplace" and "IFRS" at the AAA 2007 Annual Meeting in Chicago, August 6-7, 2007.

33. Maureen Gowing was a session chair for the CAAA Annual conference in Halifax, May 2007.

34. Maureen Gowing served as Co-supervisor on a major research paper by MBA graduate Abu Younus. (George Lan, Supervisor).

35. Maureen Gowing received Honourable Mention in the 2006 Odette New Researcher Award (ONRA).


40. George Lan received Honourable Mention in the 2006 Odette Award for Research Excellence (OARE) competition.

41. Kevin Li co-supervised M.A.Sc. student Ms. Yi Ke, at the University of Waterloo, who completed her thesis and other degree requirements in January 2008. Ms. Ke is an Odette graduate and won the Governor's Gold Medal at her convocation in June 2006.

42. Kevin Li's paper "Decision Support for Strategic Conflict and Service Systems" was presented at the School of Management, the University of Electronic Science and Technology of China, Chengdu, Sichuan, China, May 31, 2007.

43. Zhenzong Ma's paper entitled, "Exploring the Relationships Between the Big Five Personality Factors, Conflict Styles, and Bargaining Behaviors" was recently listed on the Social Science Research Network's Top Ten download list for "Negotiation Processes & Communications". As of 02/09/2007, the paper was downloaded 197 times.

44. Zhenzhong Ma was awarded the Emerald Highly Commended Award for Excellence 2007 for his paper "Negotiating into China: The Impact of Individual Perception on Chinese Negotiation Styles" by Emerald, the world's leading publisher of Management journals.
45. Zhenzhong Ma was named Best Reviewer for 2007 by the Journal of Contemporary Management Research (CMR) (refereed).

46. Zhenzhong Ma was a recipient of the University of Windsor Excellence in Research, Scholarship and Creative Activity award, Fall, 2007.

47. Zhenzhong Ma was named the Odette New Researcher Award (ONRA) winner for 2006. This award is made annually to a pre-tenured faculty member who has been at Odette six years or less, in recognition of outstanding early contributions to research. Past winners have included Francine Schlosser (2005), Ata Assaf (2004), Jonathan Lee (2003) and Jagdish Pathak (2002).

48. Bharat Maheshwari received an Honorable Mention Research Paper Award for his paper "Enhancing ERP Systems for SOX Compliance: Key Issues and Challenges, which was presented in the Information Systems Division, Administrative Sciences Association of Canada (ASAC) conference, Ottawa, June 5-7, 2007.

49. Bharat Maheshwari was a division chair, POM division, for ASAC 2007, June 5-7, 2007.

50. Mark Meldrum was quoted in an article in the Windsor Star for Thursday, August 30, Section C Page 1 (front), entitled: "U of W Professor outlines Steps for Revitalization".


53. Jagdish Pathak was invited to participate in the Fourth Annual Forum on "Financial Information Systems and Cybersecurity: A Public Policy Perspective" at College Park, Maryland, April 23, 2007.

54. Jagdish Pathak was named the Odette Research Award of Excellence (OARE) winner for 2006. This award is made annually to a tenured faculty member in recognition of outstanding cumulative contributions to research, with focus on the previous three years’ accomplishments. Past winners have included Tony Faria (2004), Howard Lin (2003), and Marjorie Armstrong-Stassen (2002). The award was not given in 2005.

55. Jagdish Pathak was a recipient of the University of Windsor Excellence in Research, Scholarship and Creative Activity award, Fall, 2007.

56. Jagdish Pathak delivered a keynote lecture at the Faculty of Business Administration, University of Goa on "Positive Paradigm in Accounting Researches" on February 1, 2007.


60. John Phillips was a workshop participant: “Grounded and Groundbreaking: Strategies for Doing Exceptional Qualitative Research and Theorizing” at the Richard Ivey School of Business, April 12-13, 2007.

61. Fritz Rieger was quoted in a lead story regarding Chrysler in the Windsor Star for Tuesday, August 7, 2007, front page.

63. **Francine Schlosser** did two presentations Union Gas; one communication and one on creativity, in Chatham and Essex County, Fall 2007.

64. **Francine Schlosser** was a Committee member for MBA candidate Syed al Hasan. (Completed, 2007).

65. **Rajeeva Sinha** was quoted in a WardsAuto.com article “Challenges Loom for Jaguar Front-Runner Tata Motors, by Byron Pope and Eric Mayne, on January 3, 2008. The article speculates on the future of luxury vehicles and Tata Motors’ (India) bid to acquire Jaguar and Land Rover from Ford.

66. **Jang Singh** was appointed to the University of Windsor Research Advisory Board.

67. **Anne Snowdon** was the Keynote Speaker at the *Henry Ford Health System Research Conference*, October 5, 2007, Detroit, Michigan. Her presentation was "Evidence-based Practice: A Strategy for Innovation", 2007.

68. **Anne Snowdon** was Chair of the Thesis Committee for Masters of Science and Nursing candidate Ren Jingua, on her thesis entitled "A Comparative Study of Parent Knowledge and Use of Safety Systems for Children in Canada and China". Completed May 16, 2007.

69. **Anne Snowdon** served as External Committee Member (Masters Level) for three candidates in 2007: Shelley Yjoh – Psychology (Completed July, 2007); Shamual Fahanur - Computer Science (Completed, November, 2007), and Yi Zhou – Education (Completed May 2007).


71. **Andrew Templer** was re-elected in May, 2007, for another three-year term as the Director of the Board of Directors, and also as the Chair of the Professional Standards Committee, of the *Human Resources Professionals Association of Ontario*, Toronto, 2008-2010. His previous term in these positions was 2005-2007.

72. **Andrew Templer** was a Supervisory Committee member for University of Windsor Human Kinetics Masters student candidate Sara Somerset (completed, 2007).

73. **Andrew Templer** was an External Examiner for the Ph.D. dissertation for student candidate Thabo W. Foba, at the University of Johannesburg, South Africa (completed, 2007).

74. **Nancy Ursel** was a discussant on two papers at the *Northern Finance Association* meeting, Toronto, September 28-30, 2007: "Seasoned Equity Offerings: Quality of Accounting Information and Expected Flotation Costs" by Gemma Lee and Ronald W. Masulis; and "The Relative Valuation of Socially Responsible Firms: An Exploratory Study" by Ali Fatemi, Iraj J. Fooladi and David Wheeler.

75. **Nancy Ursel** was a discussant for the paper "Firm Performance and Benefits from Information Externality: A Resource Based Perspective" by Professor Bixia Xu, at the 2007 *Administrative Sciences Association of Canada* conference, Ottawa, June 2-5, 2007.

Odette Research Events – Research Series Seminars and Sessions

A number of events are held at the Odette School throughout the academic year to educate and inform faculty members about research methods and other matters. Sometimes these events will mean inviting an authority from outside the University to share their expertise, while at other times we draw upon the resources inside the UW or OSB to help educate and enlighten our colleagues.

“Odette Connects” Breakfast Series

January 18, 2007 - Dr. Craig Fleisher
“Pulse of the Region” An economic update

February 15, 2007 - Dr. Marjorie Armstrong-Stassen and Dr. Sheila Cameron
Organizational Changes in Healthcare

March 15, 2007 - Dr. Allan Conway - Dean
Trends in Business Schools

April 19, 2007 - Dr. Francine Schlosser
The Role of Consulting in Achieving Business Success

May 17, 2007 - Professor Denise Ghanam
Human Resources: Should it stay or should it go? The Outsourcing Question

September 20, 2007 – Professor Mark Meldrum
Opportunity Recognition, Environment Degradation as Market Failure

October 18, 2007 – Dr. Tony Faria
The Changing Landscape of the Auto Industry – Who Will Win, Who Will Lose?

November 15, 2007 – Dr. Edwin Tam and Jennifer Alvarez of Deloitte & Touche
Corporate responsibility and sustainability

OCCSAF Series
Odette Centre for Contemporary Studies in Accounting & Finance

February 9, 2007 - Dr. Steven Salterio
PricewaterhouseCoopers/ Tom O’Neill Research Fellow and Professor of Accounting, Queen’s University:
The Auditor’s Negotiation Strategy Selection: Nature of the Auditor/Client Management Relationship and Flexibility of Initial Accounting Position

March 16, 2007 - Dr. John Heaton
Professor of Finance, Joseph L. Gidwitz Chair, University of Chicago Graduate School of Business.
Consumption Strikes Back: Measuring Long Run Risk (co-authored by Lars Peter Hansen and Nan Li).

August 13, 2007 - Dr. Suresh Kalagnanam, CMA, CGA
Associate Professor of Accounting, University of Saskatchewan The Introduction, Development and Use of Performance Management Systems in Government Owned (Crown) Corporations: The Role of Involvement and Awareness

November 9, 2007 - Dr. Don Autore
Florida State University The Pricing of Seasoned Equity Offers, Rule 10b-21 and the Shelf Exemption
Refereed Scholarly Journals in Which OSB Faculty Members Had Articles Published (2007)

- **Accounting Perspectives** (refereed – Good; Canadian Academic Accounting Association - ISSN: 1911-382X) (Sun)

- **American Water Resources Association, Journal** (refereed – Unclassified; Wiley-Blackwell USA, ISSN: 1093-474X) (An, Li)

- **Applied Financial Economics** (refereed – Unclassified; Routledge, UK – ISSN: 0960-3107) (Assaf)

- **Algorithmic Operations Research** (refereed – Unclassified; Preeminent Academic Facets, USA – ISSN: 1718-3235) (Baki)

- **Business Review, The** (refereed – Unclassified; Cambridge, USA - ISSN: 1553-5827) (Lee)

- **The Canadian Journal of Nursing Research** (refereed – Unclassified; McGill University, Canada – ISSN: 0844-5621) (Snowdon)

- **Cyprus International Journal of Management** (Refereed – Unclassified) (Ong)

- **Discrete Applied Mathematics** (refereed – Unclassified; ISSN: 0166-218X) (Aneja)

- **Financial Services Review** (refereed - Good; Academy of Financial Services, USA – ISSN: 1057-0810) (Bhandari)

- **INFORMS Journal on Computing** (refereed – Good; INFORMS, USA – ISSN: 1526-5528 or 1091-9856) (Brill)

- **Internal Auditing** (refereed – Unclassified; WG & L Financial Reporting & Management Research, USA; ISSN: 0897-0378) (Pathak)

- **International Journal of Conflict Management** (refereed – Good; Emerald, UK - ISSN: 1044-4068), (Ma)

- **International Journal of Emerging Markets** (refereed - Other; Emerald Group, UK – ISSN: 1746-8809) (Ouyang)

- **International Journal of Entrepreneurship and Small Business** (refereed – Unclassified; Inderscience, UK – ISSN: 1476-1297) (Reavley)

- **International Journal of Learning and Intellectual Capital** (refereed – other; Inderscience UK, ISSN: 1479-4853) (Ghanam)

- **International Journal of Logistics (Research and Applications)** (refereed – Very Good; Taylor & Francis, UK – ISSN: 1367-5567) (Higginson)

- **International Journal of Operational Research** (refereed – Other; Inderscience UK, ISSN: 1745-7645) (Aneja)


- **Journal of Accounting and Public Policy** (JAPP) (refereed – Excellent, Elsevier, USA – ISSN: 0278-4254) (Pathak)
• **Journal of Audit Practice** (Other; Institute of Chartered Financial Analysts, India – ISSN: 0972-9070) (Pathak)

• **Journal of Business Ethics** (Very Good; Springer, Netherlands – ISSN: 0167-4544). (Lan, Gowing, Rieger)

• **Journal of Business Research** (Excellent; Elsevier, US - ISSN: 0148-2963) (Schlosser)

• **Journal of Competitive Intelligence and Management** (Other; SCIP, USA – ISSN: 1540-4242) (Fleisher)

• **Journal of Corporate Accounting and Finance** (Other; John Wiley & Sons, USA – ISSN: 1044-8136) (Pathak)


• **Journal of Management History** (refereed - Unclassified, Emerald UK, ISSN: 1751-1348) (Kerr)

• **Journal of Public Affairs** (refereed – Good; Wiley & Sons, UK – ISSN: 1742-3891) (Fleisher)

• **Journal of Small Business and Entrepreneurship**, (refereed – Other; University of Regina, Canada – ISSN: 0827-6331) (Kerr, Schlosser, Thacker)

• **Journal of Strategic Marketing** (refereed - Very Good; Routledge, UK – ISSN: 0965-254X) (Schlosser)

• **Journal of Zhejiang University Science A** (refereed – Unclassified; Zhejiang University Press/Springer, ISSN: 1673-565X) (Li)

• **Mashabei Enosh** (refereed – Unclassified; Eush Ltd., Israel – ISSN: 0792-0970) Text in Hebrew. English title: *Human Resources* (Kantor)

• **Multinational Business Review** (refereed – Other; John Cook School of Business at St. Louis University, USA – ISSN: 1525-383X) (Ursel)

• **Naval Research Logistics** (refereed – Excellent; Wiley, USA – ISSN: 0894-069X)(Chaouch)

• **Photonic Network Communications** (refereed – Unclassified; Springer, New York, USA – ISSN: 1387-974X) (Aneja)

• **Qualitative Market Research: An International Journal** (refereed – Good; Emerald, UK - ISSN: 1352-2752) (Schlosser)

• **Team Performance Management**: an international journal (refereed – Unclassified; Emerald UK, ISSN: 1352-7592) (Power)

• **Transportation Journal** (refereed – Unclassified; American Society of Transportation & Logistics, Inc., USA – ISSN: 0041-1612) (Higginson)
Scholarly (refereed) Conferences in which OSB Faculty Members Present (2007)

- **Academy of International Business** conference, Indianapolis, June 2007. (Lee)
- **Academy of International Business** conference, San Diego, March 2007. (Okechuku)
- **Academy of Management** Annual Meeting, Philadelphia, August 3-8, 2007. (Armstrong-Stassen, Ma, Schlosser)
- **Academy of Marketing** Annual Conference, Kingston Business School, Surrey, UK, July 3-6, 2007. (Fleisher)
- **Accounting and Finance Association of Australia and New Zealand** (AFAANZ) 2007 Annual Conference, Gold Coast, Queensland, Australia, July 2007. (Sun)
- **Administrative Sciences Association of Canada** conference, Ottawa, June 2-5, 2007. (An, Armstrong-Stassen, Elsaid, Ghanam, Lan, Ma, Maheshwari, Schlosser, Templer, Ursel)
- **Allied Academies International Conference**, Jacksonville, Florida, April 2007. (Lee)
- **American Accounting Association 2007 Annual Meeting** in Chicago, August 6-7, 2007. (Gowing, Pathak, Sun)
- **Association for Business Simulation and Experiential Learning** (ABSEL) conference, San Antonio, Texas, March 21-23, 2007. (Dickinson, Faria, Hutchinson, Wellington)
- **Babson College Entrepreneurship Conference** (BCERC) in Madrid, Spain, June 6-9, 2007. (Kerr, Schlosser)
- **Canadian Academic Accountants Association** (CAAA) Annual Conference, May 31-June 3, 2007. (Gowing, M.)
- **Canadian Asian Studies Association**, Quebec, November, 2007. (Ma)
- **Canadian Operational Research Society** (CORS) Annual Conference, London, ON, May 2007. (Friesen, Higginson, Li)
- **EIASM - 4th Workshop on Trust Within and Between Organizations**, Amsterdam, October, 2007. (Kerr, Schlosser)
- **European Academy of Management** annual meeting (EURAM) in Paris in May 16-19, 2007. (Schlosser)
- **European Institute for Advanced Studies in Management** 22nd Workshop on Strategic Human Resources Management, Brussels, Belgium, April 2007. (Armstrong-Stassen, Templer)

• Global Business and International Accounting in the 21st Century, Universidad de Guanajuato (Mexico), July 2007. (Ong)

• Global Business and Technology Association (GBATA) annual meetings, July 3-7, 2007, Taipei, Taiwan. (An, Cheung)

• Group Decision and Negotiation meeting, Mt. Tremblant, Montreal, May 14-17, 2007. (Li)

• Hawaii International Conference on Business, 7th Annual, Waikiki, May 24-26, 2007. (Ghanam)

• IEEE International Conference on Systems, Man, and Cybernetics, Montreal, October 7-10, 2007. (Li)

• INFORMS International Meeting, San Juan, Puerto Rico, USA, July 7-11, 2007. (Li)


• Intelligence and Security, 3rd Conference, Madrid, Spain, November 2007. (Fleisher)

• International Academy of Business and Public Administration Disciplines (IABPAD), New Orleans, October 25-28, 2007. (Hussey, Ong)

• International Academy of Business and Public Administration Disciplines (IABPAD) conference, Dallas, Texas, May 3-6, 2007. (Elsaid)

• International Conference on Business and Information (BAI), Tokyo, Japan, July 2007. (Ma)

• International Conference of Pacific Rim Management, Las Vegas, July 12-14, 2007. (Kao)

• International Vincentian Conference Promoting Business Ethics, 14th Annual, Chicago, November 1-3, 2007. (Al-Hayale, Gowing, Lan)

• Issues in Global Business and International Accounting in the 21st Century, at University of Guanajuato, Mexico in July, 2007. (Hussey)

• McMaster World Congress, 28th, Hamilton, ON, 2007. (Fleisher)

• Marketing Management Association Fall Educator's Conference, St. Louis, September 27, 2007. (Faria, Hutchinson, Wellington)

• PDMA India Conference, Banglore, India, December 17-19, 2007. (Maheshwari)

• Pan-Pacific Conference XXIV, Dunedin & Queenstown, New Zealand, June 2007. (Lee)

• Society of Competitive Intelligence Professionals (SCIP), New York City, April, 2007. (Fleisher)

• Wuhan International Conference on E-commerce, 6th, Wuhan, China, May 2007. (Kao)
Faculty and its Research Interests (as of Dec. 31, 2007)

ACCOUNTING and FINANCE Group
23 members, 21 current, 13 Research Active (RA) = 62%

<table>
<thead>
<tr>
<th>Members</th>
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<tbody>
<tr>
<td>1. Al-Hayale, Talal – Assistant Professor (Accounting) – RA</td>
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<td>2. An, Yunbi – Assistant Professor (Finance) – RA</td>
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<td>3. Assaf, Ata – Associate Professor (Finance) – RA</td>
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<td>4. Chandra, Ramesh – Professor (Finance)</td>
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<td>5. Cheung, Keith – Associate Professor (Finance) – RA</td>
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<td>6. Dunning, Greg – Instructor (Accounting)</td>
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<td>7. Elsaid, Eahab – Assistant Professor (Finance) – RA</td>
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<td>8. Freeman, Jack – Associate Professor (Accounting)</td>
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<tr>
<td>9. Gowing, Maureen – Assistant Professor (Accounting) – RA</td>
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<td>10. Gunay, Erdal – Professor (Finance)</td>
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<td>11. Horniachek, Dale – Instructor (Accounting)</td>
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<td>12. Hussey, Roger – Professor (Accounting) – RA</td>
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<td>13. Kantor, Jeffrey – Professor (Accounting)</td>
</tr>
<tr>
<td>14. Lam, Wai – Professor Emeritus (Accounting)</td>
</tr>
<tr>
<td>15. Lan, George – Area Chair and Associate Professor (Accounting) – RA</td>
</tr>
<tr>
<td>16. Musson, Harold – Associate Professor (Accounting)</td>
</tr>
<tr>
<td>17. Ong, Audra – Associate Professor (Accounting) – RA</td>
</tr>
<tr>
<td>18. Pathak, Jagdish – Associate Professor (Accounting) – RA</td>
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<tr>
<td>19. Edward Rosenbaum – Professor Emeritus (Finance)</td>
</tr>
<tr>
<td>20. Sinha, Rajeeva – Associate Professor (Finance) – RA</td>
</tr>
<tr>
<td>21. Stevens, Jim – Instructor (Accounting)</td>
</tr>
<tr>
<td>22. Sun, Jerry – Assistant Professor (Accounting) – RA</td>
</tr>
<tr>
<td>23. Ursel, Nancy – Professor (Finance) – RA</td>
</tr>
</tbody>
</table>
1. Talal Al-Hayale - Assistant Professor (Accounting); Member of Graduate Faculty | Ph.D. (University of Wales) – 1990. RA
   - international accounting
   - accounting education
   - earnings management


2. Yunbi An – Assistant Professor (Finance) | Ph.D. (Queen’s) – 2004. RA
   - corporate finance
   - derivatives
   - empirical finance
   - financial economics


- Yunbi An was awarded an Odette School of Business RTIF grant for $3,000 for his project “Corporate Governance Proposals and Shareholder Activism: Canadian Evidence” in the W07 competition.

- Yunbi An was awarded $1,250 from the University’s Academic Development Travel Fund in the W07 competition, for his project: “Corporate Governance Proposals and Shareholder Activism”.


• Yunbi An was an External Reader for University of Windsor Computer Science Master’s student Liu He. Completed, 2007.

3. **Ata Assaf** - Associate Professor (Finance)/ Member of Graduate Faculty | Ph.D. (McGill) – 1999. RA
   - econometrics
   - financial and economic time series modelling
   - foreign exchange returns
   - Member of The American Finance Association (AFA), The Eastern Finance Association (EFA), The Southern Finance and South Eastern Finance Association, The Middle East Economics Association (MEEA), The Professional Risk Manager’s International Association (PRMIA), and The Global Association of Risk Professionals (GARP).


• Ata Assaf: “The Stable-GARCH Model in the Canadian Banking System and its Implication for Risk Management” received an Odette School of Business *Research and Teaching Innovation Fund* grant of $1,500 for the F06/W07 competition.

• Ata Assaf was an Editorial Board member for:
   - *The Open Economics Journal* (refereed – Unclassified; Bentham Open, Netherlands, ISSN: 1874-9194) - 2007

• Ata Assaf was a reviewer/referee for:
   - *Journal of Multinational Financial Management* – 2007 (Very Good – Elsevier BV, ISSN: 1042-444X)

   - investment and portfolio theory
   - managerial finance

5. **Keith Cheung** - Associate Professor (Finance); Member of Graduate Faculty | PhD (York) – 2002. RA
   - derivatives market analysis
   - corporate investment policy
   - management buyouts
   - venture capital

• Keith Cheung served as Co-supervisor for University of Windsor Master’s student Hong Xu, on his thesis “Corporate Governance in China”. Completed, September 4, 2007.

6. Greg Dunning – Instructor (Accounting)
   - case developments for classes and for publication
   - cost accounting

• Greg Dunning made the presentation “FASB Update and Emerging Agenda Issues” at the MACPA Continuing Education Program, at the MACPA Fall Accounting Forum, Ann Arbor, MI, December 2007. He made the same presentation at the MACPA Spring Accounting Forum in Troy, MI, in May 2007.

• Greg Dunning and Jack Freeman made the presentation “FASB Update and Emerging Agenda Issues” at the MACPA Continuing Education Program, at the MACPA Fall Accounting Conference, in Lansing, MI in September 2007, and in Troy, MI, in October 2007. They also did this presentation at the MACPA Summer Management Information Show in Novi, MI, in June 2007; and at the MACPA CPE Mega Conference in Lansing, MI, in June 2007.

7. Eahab Elsaid – Assistant Professor (Finance) | Ph.D. (S.I.U.) – April, 2007 - RA
   - CEO compensation and succession (relay vs. tournament)
   - Females in top management and Board of Directors
   - Board of Directors size and composition; corporate governance
   - Compensation committee influence and composition
   - capital structure; managerial ownership
   - financing corporate losses
   - CEO duality
   - Cultural effects on corporate governance
   - Member, Beta Gamma Sigma Honor Society; Financial Management Association, and Midwest Finance Association


• Eahab E. Elsaid (w/ W.N. Davidson III): “What Happens to CEO Compensation Following Turnover and Succession?” presented at the 2007 Annual Meeting of the Financial Management Association, Caribe Royale Hotel, Orlando, Florida, October 17-20, 2007. This paper has also been submitted in the 2007 FMA Competitive Paper Award.

• Eahab Elsaid was awarded a $1,000 ADTF grant for his project “Outside Successor Compensation”, 2007.

• Eahab E. Elsaid gave the invited presentation “The Antecedents of Simultaneous Appointments to CEO and Chair” at California State University, Bakersfield, April 2007.
• **Eahab E. Elsaid** gave the invited presentation “The Antecedents of Simultaneous Appointments to CEO and Chair” at the University of Regina, April 2007.

   - accounting education

   • **Greg Dunning** and **Jack Freeman** made the presentation “FASB Update and Emerging Agenda Issues” at the MACPA Continuing Education Program, at the MACPA Fall Accounting Conference, in Lansing, MI in September 2007, and in Troy, MI, in October 2007. They also did this presentation at the MACPA Summer Management Information Show in Novi, MI, in June 2007; and at the MACPA CPE Mega Conference in Lansing, MI, in June 2007.

9. **Maureen Gowing** – Assistant Professor (Accounting) – Ph.D. (Queen’s) – 2005. RA
   - ethics
   - hospital cost management
   - technological and pedagogical strategies
   - Member of the European Academic Accounting Association; Canadian Academic Accounting Association (CAAA), American Academic Accounting Association (AAA)


   • **Maureen Gowing** and **David Hutchinson** (w/ N. King): “A Reliable and Valid Measure of Patient-centred Care (PCC)” was awarded an SSHRC 4A grant in the amount of $5,000, September 2007.

   • **Maureen Gowing** served as a discussant at two sessions: “Employees’ Perceptions of the Workplace” and “IFRS” at the AAA 2007 Annual Meeting in Chicago, August 6-7, 2007.

   • **Maureen Gowing** serves as a reviewer (ongoing) for the American Accounting Association. She reviewed two papers for the American Accounting Association annual conference in Chicago, May 2007, and four papers for the AAA Annual Conference, Anaheim, August, 2008.

   • **Maureen Gowing** reviewed an article for the International Academy of Business Disciplines conference, Orlando, March 2007. The article was "Price Elasticity, Cost Structure and Operating Income”.

   • **Maureen Gowing** received Honourable Mention in the 2006 Odette New Researcher Award (ONRA) competition.

   • **Maureen Gowing** was a session chair for the CAAA Annual conference in Halifax, May 2007.

   • **Maureen Gowing** served as Co-supervisor on a major research paper by MBA graduate Abu Younnus. (George Lan, Supervisor).

10. **Erdal Gunay** - Associate Professor (Finance) – Accounting and Finance | PhD (Syracuse) – 1983.
    - global finance
impact of share repurchase plans on share values

11. Dale Horniachek – Instructor (Accounting) | Doctoral Student, University of Wales Institute, Cardiff, Wales

introductory accounting
Accounting Information Systems
Member, Institute of Chartered Accountants of Ontario and the Canadian Institute of Chartered Accountants.
Member of the Not-for-Profit Advisory Committee to the Accounting Standards Board.
Member, British Accounting Association and Canadian Academic Accounting Association

12. Roger Hussey – Professor (Accounting); Member of Graduate Faculty | Ph.D. (Bath) – 2000. RA
international accounting
financial reporting
accounting education
Fellow of ACCA (Association of Chartered Certified Accountants), Member of British Accounting Association (BAA).


• Roger Hussey has been appointed to the Editorial Board of the World Journal of Financial Management published in the UK.


13. Jeffrey Kantor – Professor (Accounting); Member of Graduate Faculty | Ph.D. (Bradford) – 1983.
management and cost accounting
comparative/international financial reporting practices
alternative dispute resolution (ADR)
ethics and the accountant
valuation of shares of privately-held companies

• Jeffrey Kantor: “Marc Chagall and the Art Market” is in Marc Chagall, Tel-Aviv Museum, Tel-Aviv University, pp. 104-114, 2007.


15. George Lan - Associate Professor (Accounting), Area Chair, Accounting & Finance; Member of Graduate Faculty | Ph.D. (Queen’s) – 1988. RA
  · financial reporting
  · accounting education and ethics
  · investments and capital markets research
  · Member of the Certified General Accountants of Ontario (CGA), Canadian Academic Accounting Association (CAAA), and Administrative Sciences Association of Canada (ASAC).

• George Lan and Zhenzhong Ma’s (w/ J. Cao and Z. He) paper “Personal Values of Chinese Accounting Practitioners and Students” was presented at the Administrative Sciences Association of Canada conference, June 2-5, 2007, in Ottawa. George Lan also reviewed two papers for this conference.


• George Lan and Chike Okechuku were awarded an Odette School of Business RTIF grant for $3,000 (total), for their project “Job Satisfaction and Personal Values of Canadian and Chinese Accounting Practitioners” in the F06/W07 competition.

• George Lan reviewed three cases for the CAAA (Canadian Academic Accounting Association) conference, to be held in Halifax, May 31-June 3, 2007.

• George Lan received Honourable Mention in the 2006 Odette Award for Research Excellence (OARE) competition.

16. Harold Musson – Associate Professor (Finance) | MBA (Michigan State) – 1968.
  · investments
  · long-term financial management

17. Audra Ong - Associate Professor (Accounting); Member of Graduate Faculty | Ph.D. (Bristol Business School, University of the West of England, UK) – 2000. RA
  · financial reporting
  · corporate governance
  · international accounting
  · Member of ICSA (Institute of Chartered Secretaries and Administrators, student status), British Accounting Association (BAA) and Canadian Academic Accounting Association (CAAA).
  · FCIS, (Fellow of the Institute of Chartered Secretaries and Administrators, Canada)
  · FAIA, (Academic member of the Association of International Accountants, UK)
Odette School of Business – University of Windsor, Faculty Research Achievements, 2007, Page 38


Audra Ong served as a reviewer for the Center for International Accounting and Education Research, Niagara University, to review papers submitted for the annual refereed *Emerging Issues in International Accounting* conferences, 2007.

Audra Ong was a session discussant at the *International Academy of Business and Public Administration Disciplines (IABPAD)* Conference, New Orleans, Louisiana, October 25-28, 2007.

18. Jagdish Pathak - Associate Professor (Accounting); Member of Graduate Faculty | Ph.D. (Goa) – 1995. RA
   • assurance, auditing, and corporate governance
   • usage of Artificial Intelligence and Emerging Technologies in Accounting and Auditing
   • database and e-commerce auditing
   • fraud & Forensic Auditing & Expert Systems Fuzzy Applications in Detection of Fraud
   • information technology auditing and governance
   • Life Member of the Indian Accounting Association, Faculty Member of the Canadian Institute of Chartered Accountants, Member, American Accounting Association (AAA), IEEE/Computer Society, Association of Certified Fraud Examiners, Association of Information Systems North American Editor- Managerial Auditing Journal (EMERALD); Editorial Board Member, DIAS Technology Review (an International Journal); Editorial Board Member, ICFAI Journal of Audit Practices.


• Jagdish Pathak chaired a research session on MIS at the 9th International Conference on Decision Support Systems in Kolkata, India, January 2-4, 2007.

• Jagdish Pathak was invited to participate in the Fourth Annual Forum on "Financial Information Systems and Cybersecurity: A Public Policy Perspective" at College Park, Maryland, April 23, 2007.

• Jagdish Pathak was named the Odette Research Award of Excellence (OARE) winner for 2006. This award is made annually to a tenured faculty member in recognition of outstanding cumulative contributions to research, with focus on the previous three years’ accomplishments. Past winners have included Tony Faria (2004), Howard Lin (2003), and Marjorie Armstrong-Stassen (2002). The award was not given in 2005.

• Jagdish Pathak was a recipient of a University of Windsor Excellence in Research, Scholarship and Creative Activity award, Fall, 2007.

• Jagdish Pathak delivered a keynote lecture at the Faculty of Business Administration, University of Goa on "Positive Paradigm in Accounting Researches" on February 1, 2007.


• Jagdish Pathak was Associate Editor (Accountancy area) of the International Journal of Applied Decision Sciences (Inderscience), effective September, 2007.


20. Rajeeva Sinha - Associate Professor (Finance); Member of Graduate Faculty | Ph.D. (Warwick) – 2000. RA 
   corporate governance
- mutual funds
- securitization


- Rajeeva Sinha was awarded an Odette School of Business RTIF grant for $3,000 for his project "Securitization & Structured Finance I – Managing your Risks and Financing the Future", in the Fall 2006/Winter 2007 competition.

- Rajeeva Sinha was quoted in a WardsAuto.com article “Challenges Loom for Jaguar Front-Runner Tata Motors”, by Byron Pope and Eric Mayne, on January 3, 2008. The article speculates on the future of luxury vehicles and Tata Motors (India) bid to acquire Jaguar and Land Rover (Ford).

21. Jim Stevens - Instructor (Accounting)
- Use of technology in the instruction of accounting
- The impact of changes in professional requirements of public accountants
- Chartered Accountant
- Ontario Licensed Public Accountant
- Accounting
- member of the Canadian Institute of Chartered Accountants, The Institute of Chartered Accountants of Ontario.

22. Yuekang (Jerry) Sun – Assistant Professor (Accounting) | Ph.D. (Auckland, New Zealand) – 2007-2009 - RA
- Capital market-based accounting research
- Corporate governance and disclosure
- Financial reporting quality
- International accounting
- Archival auditing research
- Member, American Accounting Association

- Jerry Sun’s paper (w/ J. Efrim Boritz & D. Kennedy) "Predicting Business Failures in Canada" was published in the refereed Accounting Perspectives (formerly Canadian Accounting Perspectives), (refereed - Good; Canadian Academic Accounting Association - ISSN: 1911-382X), Vol. 6(2), pp. 141-165, July 2007.

- Jerry Sun (w/ S. Cahan and D. Emanuel) presented "CEO Stock Option Grants, Future Earnings Performance, and Corporate Governance Quality of Compensation Committees" at the Accounting and Finance Association of Australia and New Zealand (AFAANZ) 2007 Annual Conference, Gold Coast, Queensland, Australia, July 2007.


- Jerry Sun (w/ S. Cahan and D. Emanuel) presented: "CEO Stock Options, Future Earnings Performance, and Corporate Governance Quality of Compensation Committees" at the American

23. Nancy Ursel – Professor (Finance); Member of Graduate Faculty | Ph.D. (Concordia) – 1989. RA  
- seasoned equity offerings; rights offerings  
- investment banking  
- corporate finance  
- capital structure  
- Member of American Finance Association, Financial Management Association International


- Nancy Ursel was awarded an Odette School of Business RTIF grant for $1,950 for her project "Legal Conference on Investment Banking", in the Fall 2006/Winter 2007 competition.

- Nancy Ursel was a discussant for the paper "Firm Performance and Benefits from Information Externalities: A Resource Based Perspective" by Professor Bixia Xu, at the 2007 Administrative Sciences Association of Canada conference, Ottawa, June 2-5, 2007.

- Nancy Ursel was a discussant on two papers at the Northern Finance Association meeting, Toronto, September 28-30, 2007: "Seasoned Equity Offerings: Quality of Accounting Information and Expected Flotation Costs" by Gemma Lee and Ronald W. Masulis; and "The Relative Valuation of Socially Responsible Firms: An Exploratory Study" by Ali Fatemi, Iraj J. Fooladi and David Wheeler.


- Nancy Ursel evaluated a SSHRC Standard research grant application; reviewed an article for the Canadian Journal of Administrative Sciences, and refereed a paper for the journal The Financial Review.
**MANAGEMENT / STRATEGY Group**

22 members; 18 current, 11 Research-Active (RA) = 61%

**Management and Labour Studies (MLS)**

**Strategy, International and Entrepreneurship (SIE)**

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   - gender discrimination in employment
   - diversity in the workplace
   - management education
   - Member of Administrative Sciences Association of Canada

2. **Marjorie Armstrong-Stassen** – Professor Emerita (Management and Labour Studies); Member of Graduate Faculty | B.S., M.L.H.R., Ph.D. (Ohio State) – 1989. RA
   - recruitment/retention of older workers
   - human resource issues related to the nursing workforce
   - Member of the Academy of Management


- **Francine Schlosser** and **Marjorie Armstrong-Stassen’s** paper: "Taking a Positive Approach to Organizational Downsizing," was presented at the 2007 Academy of Management Annual Meeting, Philadelphia, August 3-8, 2007.

- **Francine Schlosser** and **Marjorie Armstrong-Stassen**: “Building a Learning Organization through Training and Retention of Aging Workers” was presented at the European Academy of Management annual meeting (EURAM) in Paris in May 16-19, 2007.

- **Marjorie Armstrong-Stassen** received a $93,919 grant over 3 years (2005-2007) from the Social Science and Humanities Research Council (SSHRC) for her research into the employee characteristics, organizational practices and environmental factors influencing the employment decisions of older workers. Dr. Armstrong-Stassen’s research is expected to benefit policymakers and employers who face the challenges of an aging population. The first year amount is $36,951 (2005), year two is $30,615 (2006), and year 3 is $26,353 (2007).

- **Marjorie Armstrong-Stassen** (w/ S.J. Cameron) presented “Organizational Issues Relevant to Hospitals and Community Health Agencies” at the Odette Connects Breakfast Series, University of Windsor, February 15, 2007.

- **Marjorie Armstrong-Stassen** was quoted in the article “Keep boomers working: Seniors minister says panel looking at ways to keep older workers on job and avert labour shortage” in the Toronto Star for July 30, 2007(by-line Richard Brennan, Ottawa Bureau).
3. **R. Julian Cattaneo** – Associate Professor (Management and Labour Studies); Director of Graduate Studies and Member of Graduate Faculty, MBA Director | Ph.D. (Michigan) – 1980.
   - dimensions of human resources management effectiveness
   - outsourcing of human resource management functions
   - impact of downsizing
   - international management
   - Member of Administrative Sciences Association of Canada (ASAC), and the Organizational Behaviour Teaching Society


5. **Craig S. Fleisher** – Windsor Research Leadership Chair, Professor (Strategy & Entrepreneurship); Member of Graduate Faculty | Ph.D. (Pittsburgh) – 2002.
   - managing competitive intelligence and analysis
   - managing corporate public affairs and communications
   - performance evaluation and measurement
   - Fellow of the international Society of Competitive Intelligence Professionals, member of Academy of Management, Academy of International Business, Canadian Association for Security and Intelligence Studies, Life Member of the International Association of Business Communicators, International Association of Business and Society, and Performance Measurement Association.
   - Craig S. Fleisher’s paper (w/ S. Wright and UW student R. Tindale) entitled “Bibliography and Assessment of Key Competitive Intelligence Scholarship: 2003-06" was published in the Journal of Competitive Intelligence and Management (referred – Other; SCIP, USA – ISSN: 1540-4242), Vol. 4(1), pp. 34-107, 2007.
   - Craig S. Fleisher presented his paper “Open Source Intelligence and its Implications for Intelligence Analysis and Analysts,” which was also published in the Proceedings of the 3rd Conference on Intelligence and Security, Madrid, Spain, November 2007.
   - Craig S. Fleisher’s paper “Assessing the Effectiveness of Analysis and Planning Processes in Larger Enterprises," was presented and is in the Proceedings of the 29th McMaster World Congress, Hamilton, ON, 2007.
   - Craig S. Fleisher (w/ H. Allard and S Wright) presented “Integrating Diverse Marketing Information Management Techniques” (referred) at the Academy of Marketing annual conference, Kingston Business School, Surrey, UK, July 3-6, 2007. Published in the Proceedings.
   - Craig S. Fleisher (w/ B. Bensoussan) presented “Evolving Ideas on Business and Competitive Analysis” by invitation, to the 2007 Annual International Conference of the Society of Competitive Intelligence Professionals (SCIP), New York City, April, 2007.
• Craig S. Fleisher was awarded a research contract of $5,000 for “Analysis in Competitive Technical Intelligence” by the National Research Council of Canada (NRC), Centre for the Institute of Scientific and Technical Information (CISTI), Ottawa, 2007.

• Craig Fleisher and Gerry Kerr were awarded a Windsor-Essex Development Commission (WEDC) grant of $22,500, for their project “Strategic Plans and Processes for a Regional Economic Development Commission”, 2007. (NEW)

• Craig S. Fleisher served as a reviewer for papers submitted to the 2nd Annual European ReQuest competition, a juried student business planning competition held in Frankfurt, Germany, Oct. 2007.


• Craig S. Fleisher is on the Editorial Boards of:
  • Journal of Public Affairs (Wiley) – Associate Editor
  • Journal of Competitive Intelligence & Management (Society of Competitive Intelligence Professionals)
  • International Journal of Technology Intelligence and Planning (Inderscience)
  • SAGE Series on European Marketing
  • Asia Pacific Public Relations Journal (Deakin).

• Craig S. Fleisher (w/ B. Bensoussan) presented a worldwide research webinar on emerging developments in business and competitive analysis (the topic of their newest book published by FT Press and Wharton School Publishing) on April 11, 2007.


• Craig S. Fleisher presented as part of an invited panel “Addressing the Challenges of Being a New Faculty Member” for the Social Issues in Management division at the Academy of Management annual meetings, Philadelphia, PA, August 2007.

• Craig S. Fleisher was named 2007 Advisor of the Year (Canada) for the Golden Key International Honour Society.

• Craig S. Fleisher has been appointed an academic member of the European Centre for Public Affairs. The ECPA is a not for profit association that has particular expertise in public affairs practice in the European Union (EU).

• Craig S. Fleisher was interviewed by the Chicago Tribune about competitive intelligence and was quoted in an article in the business section of the paper on 10 December, 2007.

• Craig S. Fleisher was quoted in the cover article about competing on analytics for the July, 2007, Vol. 27(1) issue of Database Trends and Applications.

• Craig S. Fleisher was interviewed for an article in the Business Beat section of The Windsor Star, (Thursday, December 14, 2006, Page: C1 / Front ) regarding his “Pulse of the Region” business confidence survey, designed to provide empirical evidence about how business executives across the area view the future of the local economy.
6. Anne Forrest - Associate Professor (Management and Labour Studies); Member of Graduate Faculty
| Ph.D. (Warwick) – 1985. Program Chair, Women’s Studies – Seconded Faculty Member
  · labour relations
  · collective bargaining
  · women and work

7. Denise Ghanam – Instructor (Management) | Doctoral Student (West of England/Bristol Business School) - RA
  · human resource management trends
  · strategy formulation and implementation within a human capital context
  · business process outsourcing (particularly HR outsourcing)
  · Member of Administrative Sciences Association of Canada (ASAC), International Academy of Management and Business (IAMB), and Human Resources Professional Association of Windsor


- Denise Ghanam (w/ P. Cox): "Invisible HR: A Model for the Outsourcing of the HR Function in the Automotive Sector" was presented at the 7th Annual Hawaii International Conference on Business, Waikiki, May 24-26, 2007.

- Denise Ghanam (w/ J. Leeman) presented "The Nuts and Bolts of Change at A&B Craft" in the case track at the Administrative Sciences Association of Canada Annual Conference in Ottawa, June 2-5, 2007. Denise was also a discussant for a session on strategic compensation and a reviewer for the HR track for that conference.

- Denise Ghanam received a grant of $28,500 (over two years – April 2005 – March 2007) from the AUTO21 Network for her thesis research "Outsourcing Strategic Corporate Components: Human Resources, a Case Study", which was renewed for an additional $28,500 over two years (April 2007 – March 2009).

- Denise Ghanam has been appointed as the lead academic researcher on a large consulting project (approximately $330,000), being undertaken by LSM Consulting and Decima Research. Together with Tony Faria and Bob Renaud, and researchers from Queens and McMaster, the team will undertake a national, multi-method detailed study of human resource issues and challenges in the Canadian automotive sector, including case studies, employee and employer surveys, HR and CEO interviews, labour and supplier focus groups, and secondary data analysis. The study is funded by HRDC through the Council of Automotive Human Resources, a sectoral based group which represents the assemblers and parts makers in the automotive, bus and truck industries.

- Denise Ghanam reviewed three papers for the Administrative Science Association of Canada (ASAC) (Human Resources Division) annual conference, scheduled for June 2007, in Ottawa, Ontario.

- Denise Ghanam did several TV interviews on the impact of the DaimlerChrysler announcement on Windsor, and the auto sector in general. The follow-up aired on CBC (French) television in March, 2007.

- Denise Ghanam was interviewed by CBC TV on April 23, 2007, commenting on the DFI ranking of Windsor as the #1 small city in North America for investment. She was also interviewed on April 24 for the A Channel news in relation to the placement of Windsor Family Credit Union as #17 on the Top 50 best employers list published by Canadian Business magazine.
8. **Gerry Kerr** - Assistant Professor (Business Strategy & Entrepreneurship); Member of Graduate Faculty | Ph.D. (York) – 2001. RA

- immigrant/ethnic entrepreneurship; ageing entrepreneurs
- resource management and performance in the small firm
- contemporary multi-industry firms (conglomerates)
- the relationship of headquarters
- the portfolio of businesses
- performance
- Member of Academy of Management, Administrative Sciences Association of Canada (ASAC), and Strategic Management Society
- Secretary, Canadian Council for Small Business and Entrepreneurship (CCSBE) – 2007/2008

- **Gerry Kerr** and James W. Thacker (w/ S.A. Way): “Performance, HR Practices and the HR Manager in Small Entrepreneurial Firms” was published in the *Journal of Small Business and Entrepreneurship* (referred – Other; University of Regina, Canada – ISSN: 0827-6331), Vol. 20, pp. 55-68, 2007.


- **Francine Schlosser** and **Gerry Kerr**: “Immigrant Entrepreneurs: Trust as the Consequence of Successful Social Investments Framed by Established Rules for Interaction” was presented at the 4th Workshop on Trust Within and Between Organizations, EIASM, Amsterdam, October, 2007.

- **Gerry Kerr** and Francine Schlosser’s paper “Start-up and Success in Ethnic New Ventures” was presented (by F. Schlosser) at the Babson College Entrepreneurship Conference (BCERC) in Madrid, Spain, June 6-9, 2007 and was published in the Proceedings.

- **Craig Fleisher** and **Gerry Kerr** were awarded a Windsor-Essex Development Commission (WEDC) grant of $22,500, for their project “Strategic Plans and Processes for a Regional Economic Development Commission”, 2007. (**NEW**)

- **Gerry Kerr** and **Francine Schlosser** were awarded an internal HSSRG award in the amount of $5,000, for their paper "Assessing the Longitudinal Performance of Ethnic New Ventures."

- **Gerry Kerr** was awarded an Odette School of Business RTIF grant for $2,300 for his project “Start-up and Success in Ethnic New Ventures” in the F06/W07 competition.

- **Gerry Kerr** served as an Internal Reader for Odette School of Business MBA student David Mueller. Completed, 2007.

• **Gerry Kerr** served as an Ad hoc reviewer *Journal of Small Business and Entrepreneurship* (2004-2007).

9. **Jonathan Lee** – Assistant Professor (Business Strategy & Entrepreneurship); Member of Graduate Faculty | Ph.D. (South Carolina) – 2003. RA
   - entrepreneurship
   - international business strategy
   - strategic management


• **Jonathan Lee** (w/ D. McCalman) presented “Japanese Manufacturing Practices and Effect of Culture” at the Pan-Pacific Conference XXIV, Dunedin & Queenstown, New Zealand, June 2007. Published in *Proceedings*.


• **Jonathan Lee** was awarded a $1,250 Academic Development Travel Fund Grant from the office of the Associate Vice-President of Research, July 2007.

• **Jonathan Lee** serves on the Editorial Boards of (7) journals:
  - *Academy of Entrepreneurship Journal*
  - *International Journal of Entrepreneurship*
  - *Journal of International Business Research*
  - *North Korean Review* (Associate Editor)
  - *Journal of Business in Developing Nations*
  - *Business Journal for Entrepreneurs*
  - *Journal of Organizational Culture, Communications and Conflict*
10. **Zhenzhong Ma** – Assistant Professor (Management and Labor Studies), Member of Graduate Faculty | Ph.D. (McGill) – 2005. RA
   - Conflict management and negotiation
   - Cross-cultural management
   - International human resource management
   - Organizational behaviour
   - Member of Academy of Management (AOM), Academy of International Business (AIB), Administrative Sciences Association of Canada (ASAC), International Association for Chinese Management Research (IACMR), International Society for the Study of Work and Organizational Values (ISSWOV)


- **Zhenzhong Ma** presented his paper "The Impact of Contemporary Work Values on Work-related Conflict Management Styles" at the annual meeting of *Canadian Asian Studies Association*, Quebec, November, 2007.


- **George Lan** and **Zhenzhong Ma** (w/ J. Cao and Z. He): “Personal Values of Chinese Accounting Practitioners and Students” was presented at the *Administrative Sciences Association of Canada* conference, June 2-5, 2007, in Ottawa.

- **Zhenzhong Ma** has been awarded a $2,000 grant through International and Development Research, Education and Training (IDRET), for his paper "Exploring the Key Success Factors for Canadian Companies Doing Business in China".

- **Zhenzhong Ma** was awarded an Odette School of Business RTIF grant for $3,000 for his project “How do Personality and Cultural Values Shape the Negotiation Process and Outcome? The Mediating Role of Negotiator Cognition”, in the F06/W07 competition.
• Zhenzhong Ma was awarded a $1,000 Academic Development Travel Fund Grant from in the W07 competition. (UW Grant)

• Zhenzhong Ma’s project “Volunteering of Chinese Immigrants in the Great Windsor Area: The Pattern and the Barriers” was awarded an internal University of Windsor HSSRG grant of $5,000.


• Zhenzhong Ma was named the Odette New Researcher Award (ONRA) winner for 2006. This award is made annually to a pre-tenured faculty member who has been at Odette six years or less, in recognition of outstanding early contributions to research. Past winners have included Francine Schlosser (2005), Ata Assaf (2004), Jonathan Lee (2003) and Jagdish Pathak (2002). For 2006 this award carries a $1,400 research travel allocation.

• Zhenzhong Ma was a recipient of a University of Windsor Excellence in Research, Scholarship and Creative Activity award, Fall, 2007.

• Zhenzhong Ma’s paper entitled, "Exploring the Relationships between the Big Five Personality Factors, Conflict Styles, and Bargaining Behaviors" was recently listed on the Social Science Research Network’s Top Ten download list for "Negotiation Processes & Communications". As of 02/09/2007, the paper was downloaded 197 times.

• Zhenzhong Ma was awarded the Emerald LiteratiNetwork’s Highly Commended Award for Excellence 2007 for his paper “Negotiating into China: The Impact of Individual Perception on Chinese Negotiation Styles” by Emerald, the world’s leading publisher of Management journals.

• Zhenzhong Ma was named Best Reviewer for 2007 by the international journal Contemporary Management Research (CMR) (refereed).


• Entrepreneurship; new venture formation

• Mark Meldrum was quoted in an article in the Windsor Star for Thursday, August 30, Section C Page 1 (front), entitled: “U of W Professor outlines Steps for Revitalization”. The article discusses how the city of Linkoping, Sweden, re-invented itself after major employer Saab cut back production of civilian and military aircraft – and how Windsor might follow suit.

   - Moral capital, executive responsibility, motivation, behaviour, trustworthiness, trust
   - Strategic leadership
   - Corporate governance and the relationship to firm performance
   - Member of Administrative Sciences Association of Canada (ASAC), Southern Management Association (SMA), Academy of Management (AOM).
   - John Phillips was an ad hoc reviewer for the Administrative Sciences Association of Canada conference (Strategy division), 2005-2007.
   - John Phillips was a workshop participant: “Grounded and Groundbreaking: Strategies for Doing Exceptional Qualitative Research and Theorizing” at the Richard Ivey School of Business, April 12-13, 2007.

   - Organizational behaviour
   - Human resources management
   - Jacqueline Power received a $5,000 Health Research Centre for the Study of Violence against Women Faculty Research Grant on November 14, 2007, for her study “The effect of the perceived threat of violence in the workplace on employee and organizational outcomes: Canadian nurses and threatening workplaces”.
   - Jacqueline Power was awarded a University of Windsor ORS award in the amount of $5,000 to study the effects of workplace bullying on the health of Registered Nurses (RNs) in Ontario. She will be conducting this research with the help of the College of Nurses of Ontario. 2007. (grant – internal)
   - Jacqueline Power reviewed several items for the *Administrative Sciences Association of Canada*, in the Gender and Diversity division, 2007.
   - Jacqueline Power reviewed several items for the *Academy of Management*’s Human Resource and Organizational Behaviour divisions, and was nominated for the position of Chair of AOM’s Gender and Diversity division, 2007.
15. **Martha Reavley** - Associate Professor (Management and Labour Studies); Area Chair (Management & Strategy) | Ph.D. (Wayne State) – 1986. RA

- aspects of women and work
- discrimination
- employment equity policy
- women entrepreneurs


- **Martha Reavley** was an academic reviewer for (2) journals: *Journal of Enterprising Communities* (Emerald, UK, ISSN: 1750-6204), (2007), and *Canadian Journal of Administrative Sciences* (Dalhousie, refereed, ISSN: 0825-0383), (2007), and (1) conference: *McGill International Entrepreneurship Conference* (2003-present).

16. **Fritz Rieger** – Associate Professor (Business Strategy & Entrepreneurship); Member of Graduate Faculty | Ph.D. (McGill) – 1983. RA

- business ethics
- global business environment
- strategic management

- Xiaohua (Howard) Lin, Fritz Regier and Andrew Templer (w/ J. Guan, and M. Han) received a 3-year (2005-2007) *Social Sciences and Humanities Research Council* (SSHRC) grant for a total of $80,434 funding ($26,811/yr.) for the project "Ethnic Entrepreneurship in Network Marketing Organizations: Cultural Dynamics and Structural Reproduction." (NEW, YR. 3 of 3)

- **Fritz Rieger** was quoted in a lead story regarding Chrysler in the *Windsor Star* for Tuesday, August 7, 2007, front page.
- integration of marketing, strategy, organizational behavior and entrepreneurship
- Member of Academy of Management, British Academy of Management, Administrative Sciences Association of Canada (ASAC), and American Marketing Association.


- Francine Schlosser (w/ E. Chapman and K. McCarthy): “Mixing Business and Physiotherapy” was presented at the Administrative Sciences Association of Canada (ASAC) annual meeting, Ottawa, June 2-5, 2007. Case-track Proceedings.


- Francine Schlosser and Gerry Kerr: “Immigrant Entrepreneurs: Trust as the Consequence of Successful Social Investments Framed by Established Rules for Interaction”, was presented at the 4th Workshop on Trust Within and Between Organizations, EIASM, Amsterdam, October, 2007.

- Gerry Kerr and Francine Schlosser’s paper “Start-up and Success in Ethnic New Ventures” was presented (by F. Schlosser) at the Babson College Entrepreneurship Conference (BCERC) in Madrid, Spain, June 6-9, 2007 and was published in the Proceedings.

- Francine Schlosser was awarded an Odette School of Business Research & Teaching Innovation Fund grant of $3,000 in the F06/W07 competition, for her paper “Anticipating and Developing Born Global Potential in Military Peacekeepers”.

- Francine Schlosser was awarded a Social Science and Humanities Research Council of Canada (SSHRC) standard grant in April, 2006, for “Diffusing an Entrepreneurial Orientation throughout an Organization”. The award is for $68,900 over four years (2006-2009, $17,225/yr) (Grant – external) (YR 2 of 4)
• Gerry Kerr and Francine Schlosser were awarded an internal HSSRG award in the amount of $5,000, for their paper “Assessing the Longitudinal Performance of Ethnic New Ventures.”

• Francine Schlosser reviewed papers for both the Academy of Management and the Administrative Sciences Association of Canada in 2007.


• Francine Schlosser did two presentations Union Gas; one communication and one on creativity, in Chatham and Essex County, Fall 2007.

• Francine Schlosser was a Committee member for MBA candidate Syed al Hasan. (Completed, 2007).

18. Jang Singh – Professor (Management and Labour Studies), Associate Dean, Strategic Initiatives; Member of Graduate Faculty | Ph.D. (Toronto) – 1986.
   · business ethics
   · human resources management
   · management principles
   · Member of the International and Cross-disciplinary Economics/Ethics Research Institute (ICE Research Institute) at Halmstad University, Sweden.


   • Jang Singh serves on the Editorial Advisory Board of European Business Review.


   • Jang Singh serves on the Panel of Reviewers of the journal Research and Practice in Human Resource Management (refereed, Singapore Human Resources Institute, Singapore, Australia – ISSN: 0218-5180).

   • Jang Singh was appointed to the University of Windsor Research Advisory Board.

   · strategy formulation and institutional theory
   · Member, Academy of Management

20. Andrew Templer – Professor (Management and Labour Studies); Member of Graduate Faculty | Ph.D. (Witwatersrand) – 1983. RA
   · human resource accreditation and certification
   · human resource management in an aging population
   · changing employment relationships
   · Director, Board of Directors (2005-2007), Human Resources Professionals Association of Ontario


Xiaohua (Howard) Lin, Fritz Regier and Andrew Templer (w/ J. Guan, and M. Han) received a 3-year (2005-2007) Social Sciences and Humanities Research Council (SSHRC) grant for a total of $80,434 funding ($26,811/yr.) for the project "Ethnic Entrepreneurship in Network Marketing Organizations: Cultural Dynamics and Structural Reproduction." (NEW, YR. 3 of 3)

Andrew Templer was a Supervisory Committee member for University of Windsor Human Kinetics Masters student candidate Sara Somerset (completed, 2007).

Andrew Templer was an External Examiner for the Ph.D. dissertation for student candidate Thabo W. Foba, at the University of Johannesburg, South Africa (completed, 2007).

Andrew Templer was awarded an Academic Development Travel Fund grant in the amount of $1,250, in the W07 competition.

Andrew Templer serves on the editorial board of Canadian Business’ Top 100 Employers issue.

Andrew Templer was re-elected in May, 2007, for another three-year term as the Director of the Board of Directors, and also as the Chair of the Professional Standards Committee, of the Human Resources Professionals Association of Ontario, Toronto, 2008-2010. His previous term in these positions was 2005-2007.

21. James W. Thacker – Professor (Management and Labour Studies); Member of Graduate Faculty | Ph.D. (Wayne State) – 1984. RA
   - human resource management
   - effective human resource practices in North American organizations
   - team building, training and development
   - Member of SIOP Society of Industrial Organizational Psychologists – Michigan Society of Industrial Organizational Psychologists (MSIOPs), and Canadian Society of Industrial Organizational Psychologists (CSIOPs)

22. Sirinimal (Siri) Withane – Professor Emeritus (Management and Labour Studies); Member of Graduate Faculty | Ph.D. (Rockefeller College, SUNY) -1986. (Retired June 2007).
   - process innovation and value-chain improvements
· organizational learning and horizontal structures
· strategic planning and process innovation in the service sector influence of re-engineering and benchmarking in quality improvement
· customer satisfaction and cycle time
· capture theory and regulation in audit and assurance services
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<th>Name</th>
<th>Academic Title</th>
<th>Additional Information</th>
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<tr>
<td>1</td>
<td>Aneja, Yash</td>
<td>Professor (MSci)</td>
<td>RA</td>
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<td>2</td>
<td>Baki, Fazle</td>
<td>Assistant Professor (MSci)</td>
<td>RA</td>
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<td>3</td>
<td>Bhandari, Gokul</td>
<td>Assistant Professor (MSci)</td>
<td>RA</td>
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<td>4</td>
<td>Brill, Percy</td>
<td>Professor Emeritus (MSci)</td>
<td>RA</td>
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<td>5</td>
<td>Busi, David (Dave)</td>
<td>Director, Graduate Programs and Instructor (Mktg)</td>
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<td>6</td>
<td>Chaouch, Ben (Dave)</td>
<td>Professor (MSci)</td>
<td>RA</td>
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<td>7</td>
<td>Dickinson, John</td>
<td>Professor (Mktg)</td>
<td>RA</td>
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<td>8</td>
<td>Faria, Anthony (Tony)</td>
<td>Area Chair and Professor (Mktg)</td>
<td>RA</td>
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<td>9</td>
<td>Friesen, Dan</td>
<td>Instructor (Mktg)</td>
<td>RA</td>
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<td>Higginson, James</td>
<td>Assistant Professor (MSci)</td>
<td>RA</td>
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<td>11</td>
<td>Hutchinson, David</td>
<td>Assistant Professor (MSci)</td>
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<td>12</td>
<td>Kao, Diana</td>
<td>Associate Dean (Programming) and Assistant Professor (MSci)</td>
<td>RA</td>
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<td>13</td>
<td>Li, Kevin</td>
<td>Assistant Professor (MSci)</td>
<td>RA</td>
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<td>14</td>
<td>Maheshwari, Bharat</td>
<td>Assistant Professor (MSci)</td>
<td>RA</td>
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<td>15</td>
<td>Miller, Peter</td>
<td>Director, Undergraduate Programs and Assistant Professor (MSci)</td>
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<td>16</td>
<td>Moro, Francisco</td>
<td>Assistant Professor (MSci)</td>
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<td>17</td>
<td>Okechuku, Chike</td>
<td>Professor (Mktg)</td>
<td>RA</td>
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<td>Ouyang, Ming</td>
<td>Associate Professor (Mktg)</td>
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<td>Selvarajah, Esaignani (Esai)</td>
<td>Assistant Professor (MSci)</td>
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<td>20</td>
<td>Snowdon, Anne</td>
<td>Associate Professor (MSci)</td>
<td>RA</td>
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<tr>
<td>21</td>
<td>Wellington, William (Bill)</td>
<td>Associate Professor (Mktg)</td>
<td>RA</td>
</tr>
</tbody>
</table>
1. **Yash Aneja** – Professor (Management Science); Member of Graduate Faculty | Ph.D. (Johns Hopkins) - 1984. RA
   - management science
   - operations research


   - **Yash Aneja** received $25,000 in the fourth year of a 5 year, $125,000 grant from the *National Science and Engineering Research Council (NSERC)* Discovery Grants program to research “Certain optimization problems over networks,” 2004-2008. (YR. 4 of 5)

2. **Fazle Baki** – Assistant Professor (Management Science); Member of Graduate Faculty | Ph.D (Waterloo) - 1999. RA
   - combinatorial optimization
   - operations management, production scheduling, process planning, cell formation, vehicle scheduling
   - co-ordinator, Community of Research Practices (CORP), 2003-present
   - councillor, Canadian Operational Research Society, 2007-2009
   - councillor, South Western Ontario chapter of the Canadian Operational Research Society, 2003-2008
   - membership Chair, Canadian Operational Research Society, 2008/2009


   - **Fazle Baki** was a Committee Member for University of Windsor Master’s student Abu Uddin. Completed, 2007.
• Fazle Baki was an External Reader for University of Windsor Doctoral student Lihua An, on her thesis "Shrinkage Estimation of Variance Components with Applications to Microarray Data". Completed, 2007.

• Fazle Baki was a Supervisor/Advisor for University of Windsor Master’s student Talal Kattan, on his thesis "Cell Formation Problem – A Lagrangean Relaxation to Mathematical Programming Approach and a Linear Performance Measure" (2005-2007).

• Fazle Baki was a Supervisor/Advisor for University of Windsor Master’s student Tawei Li, on his thesis "One-operator, Two-machine Flow Shop Scheduling with Setup Times for Machines and Total Completion Time Objective". (2005-2007).

3. Gokul Bhandari – Assistant Professor (Management Information Systems) | Ph.D. (McMaster) – 2007 - RA

- Management information systems (MIS)
- E-business and emerging technologies
- Enterprise resource planning and SAP
- Human judgement and decision-making
- Decision support systems
- Member, Association for Information Systems (AIS), Administrative Sciences Association of Canada


• Gokul Bhandari reviewed papers for the International Conference on Information Resources Management (Conf-IRM), scheduled to be held in Niagara Falls, ON, May 18-20, 2008.


• Percy Brill received a total of $107,580 over 5 years ($21,516/yr.) for his research on "Stochastic Models and Methods in Operations Research, Applied Probability, and Related Areas", 2004-2008. (YR. 4 of 5)


- Advertising
- Consumer behaviour
- Internet Marketing

• Dave Bussiere was awarded an Odette School of Business RTIF grant for $3,000 for his project “Survey Testing of Two Models”, in the Winter 2007 competition.

• Dave Bussiere was quoted in an article entitled “Parents Avoid Chinese Imports” regarding consumer toy purchasing habits and recent recalls in the toy manufacture business (by-line Sonja Puzic), publish date Friday, August 17, 2007.
• **Dave Bussiere** was a Master’s Committee member for University of Windsor Human Kinetics Masters candidate Bonnie Simpson. Completed, 2007.

6. **Ben Chaouch** - Associate Professor (Management Science) – PhD (Waterloo) – 1986. RA

- inventory management and production planning and scheduling
- supply chain management
- stochastic modelling
- operations research
- Member of The Institute for Operations Research and the Management Sciences (INFORMS) and Production and Operations Management Society (POMS)


• **Ben Chaouch** was an External Reader for Engineering Master’s candidate **MD Anwarul Aziz**, on his thesis “Industrial and Manufacturing Systems Engineering”, Completed 2007.

7. **John Dickinson** – Professor (Marketing); Member of Graduate Faculty | DBA (Indiana) – 1980. RA

- marketing research
- quantitative techniques


8. **Anthony (Tony) Faria** – Professor (Marketing); Member of Graduate Faculty, Area Chair – Marketing and Management Science group | Ph.D. (Michigan State) – 1974. RA

- automotive
- sales and sales management
- marketing research and surveys
- competitive analysis
- simulation and gaming
- Member of The American Marketing Association, the Detroit Chapter of the American Marketing Association, The Academy of Marketing Science, The Association for Business Simulation and Experiential Learning, The International Simulation and Gaming Association, The North American Simulation and Gaming Association, the Administrative Sciences Association of Canada, the Academy of Marketing Science, the Advertising and Sales Club of Windsor, the National Association for Sales Management, and The Decision Sciences Institute.

• **David Hutchinson**, Bill Wellington and **Tony Faria**’s paper “Consistency of Participant Simulation Performance across Simulation Games of Growing Complexity” was presented at the 34th Annual


- **Tony Faria** is the Business Editor for the journal *Simulation & Gaming* (refereed, Sage, USA – ISSN: 1046-8781), the leading global journal on experiential learning.

- **Tony Faria:** gave the invited presentation “From ABSEL to S&G” at the *Association for Business Simulation and Experiential Learning* conference, San Antonio, Texas, March 21-23, 2007.

- **Tony Faria** was awarded an *Academic Development Travel Fund* grant in the amount of $1,000, in the W07 competition.

- **Denise Ghanam** has been appointed as the lead academic researcher on a large consulting project (approximately $330,000), being undertaken by LSM Consulting and Decima Research. Together with **Tony Faria** and **Bob Renaud**, and researchers from Queens and McMaster, the team will undertake a national, multi-method detailed study of human resource issues and challenges in the Canadian automotive sector, including case studies, employee and employer surveys, HR and CEO interviews, labour and supplier focus groups, and secondary data analysis. The study is funded by HRDC through the Council of Automotive Human Resources, a sectoral based group which represents the assemblers and parts makers in the automotive, bus and truck industries.

- **Tony Faria** received a Lifetime Achievement Award at the 34th Annual ABSEL (Association for Business Simulation and Experiential Learning) Conference in San Antonio at the end of March, 2006. Tony served as Dean of the ABSEL Fellows from 1996 to 2006, and sat on the ABSEL Board for 34 years, which he is now exiting as one of the twelve original founders.

- **Tony Faria** currently sits on the Editorial Review Board/Board of Directors for (4): *The Association for Business Simulation and Experiential Learning*, *the Southern Business Review*, *the American Marketing Association* (Detroit Chapter), and the *Marketing Management Association*.

- **Tony Faria** gave the keynote talk entitled “In a Growing Automotive Market, Why is Windsor Suffering?” at a meeting of the *Canadian Italian Professional Business Association* on May 1, 2007.

- **Tony Faria** completed a sponsored report for the *Automotive Parts Manufacturers’ Association* titled "Major Automotive Assembler Investment Announcements” in July, 2007.


- **Tony Faria** did 112 media interviews in 2007, including 70 CBC and other TV and radio interviews; 5 A-Channel news spots, and 37 newspaper interviews including the Windsor Star, New York Times, The Financial Post, St. Louis Post-Dispatch, Detroit News and Detroit Free Press. The TV interviews included two on The National, and local TV stations from Montreal, Ottawa, Toronto, Calgary and Vancouver.
9. Dan Friesen – Instructor (Marketing) | - RA
   ·  marketing attitude change
   ·  new product development
   ·  marketing research and surveys
   ·  social marketing
   ·  currently consulting on OSB’s application for AACSB accreditation


10. James Higginson - Assistant Professor (Marketing and Management Science) | Ph.D. (Waterloo) – 2001. RA
   ·  logistics and supply chain management
   ·  logistics operations
   ·  transportation management

   - James Higginson’s paper “Planning Load Dispatch with CuSum Quality Control Charts” was published in the International Journal of Logistics (Research and Applications) (refereed – Very Good; Taylor & Francis, UK – ISSN: 1367-5567), Vol. 10(4), pp. 303-314, December 2007. DOI: 10.1080/13675560601051089


   - James Higginson was awarded an Odette School of Business RTIF grant for $2,425, for his project “Analysis of the Windsor-Detroit Border Crossing Problem: An Update”, in the F06/W07 competition.


11. David Hutchinson – Assistant Professor (Marketing and Management Sciences) | Ph.D. – (University of the West of England/Bristol Business School) – 2001. RA
   ·  Health care products
   ·  sales and marketing management
   ·  marketing research
   ·  Member of the Marketing Management Association (MMA); Association for Business Simulation and Experiential Learning (ABSEL), Mu Kappa Tau: International Marketing Honors Society (MKT)

   - David Hutchinson, Bill Wellington and Tony Faria’s paper “Consistency of Participant Simulation Performance across Simulation Games of Growing Complexity” was presented at the 34th Annual


- **Maureen Gowing** and **David Hutchinson** (w/ N. King): “A Reliable and Valid Measure of Patient-centred Care (PCC)” was awarded an SSHRC 4A grant in the amount of $5,000, September 2007.

12. **Diana Kao** – Associate Dean (Programs) and Assistant Professor (Management Science); Member of Graduate Faculty | Ph.D. (McMaster) – 1990. RA

- E-commerce
- SAP (Systems, Applications and Products)
- ERP (Enterprise Resources Planning) software
- systems analysis and design
- human computer interactions
- Member of American Information Technology Professionals (AITP), American Chinese Management Educator Association (ACME), International Association of Computer Information Systems (ICIS)
- Past President, Essex County Chinese Canadian Association (2004-2006)

- **Diana Kao’s** (w/ S. Wang) book chapter "Monitoring and Enforcing Online Auction Ethics" was published as Chapter XIII in *Application of Agents and Intelligent Information Technologies*, (Vijayan Sugumaran, ed.) by Idea Group Publishing, 2007. (Chapter)


- **Diana Kao** was awarded an Odette School of Business RTIF grant of $3,000 for her paper “Critical Factors for E-Business in China: Implications on Management” in the Fall 2006/Winter 2007 competition.


13. **Kevin Li** – Assistant Professor (Management Science) | Ph.D. (Waterloo) – 2004. RA

- decision analysis
- group decision and negotiation
- conflict analysis
- inventory management; supply chain management
- Senior Member of the Institute of Electrical and Electronics Engineers, Inc. (IEEE)
- Member, Technical Committee on Conflict Resolution, IEEE Systems, Man, and Cybernetics Society, August 2005 onwards


• **Kevin Li** (w/ Y. Ke and K.W. Hipel): “Canadian West Coast Port Congestion Problem: An Integrated Conflict Analysis Approach” was presented at the *Group Decision and Negotiation* meeting, Mt. Tremblant, Montreal, May 14-17, 2007.

• **Kevin Li** (w/ Z. Wang) presented their paper: "Heuristics for Loading Homogeneous Boxes into a Container" at the INFORMS International Meeting, San Juan, Puerto Rico, USA, July 7-11, 2007. Kevin also served as the session chair.


• **Kevin Li** was awarded an Odette School of Business RTIF grant for $4,000 for his project “Coordination Issues in Supply Chain Management”, in the F06/W07 competition.

• **Kevin Li** was awarded $2,000 in seed money for his proposal "Explore Multi-client Outsourcing from a Scope Economies Perspective". The award is from IDRET (International & Development Research, Education & Training), operated under Windsor International.

• **Kevin Li**’s project entitled “Decision Support for Strategic Conflicts and Inventory Classification” has been funded by the NSERC (National Sciences and Engineering Research Council of Canada) at $15,000 for each of five years (2006-2010) - Total amount: $75,000. (Grant – external) (YR. 2 of 5)


• **Kevin Li**’s paper "Decision Support for Strategic Conflict and Service Systems" was presented at the School of Management, The University of Electronic Science and Technology of China, Chengdu, Sichuan, China, May 31, 2007.
Kevin Li co-supervised M.A.Sc. student Ms. Yi Ke, at the University of Waterloo, who completed her thesis and other degree requirements in January 2008. Ms. Ke was an Odette graduate and won the Governor's Gold Medal at her convocation in June 2006.

14. Bharat Maheshwari – Assistant Professor (Management Science) [Carleton] – May, 2007. RA
- MIS, ERP systems
- Supply chain management
- E-Business/Government
- Member/Committee member, Administrative Sciences Association of Canada; CAAA, ICEG Ottawa, Government of Canada On-line Research Panel, Ottawa Manufacturers Network Special Interest groups on NPI, ERP and Lean Manufacturing.


Bharat Maheshwari (w/ V. Kumar, U. Kumar, and M. Maheshwari): “Effective Knowledge Transfer in New product Development: A Developing Country Perspective” was presented and is in the Proceedings of the PDMA India Conference, Bangalore, India, December 17-19, 2007.


Bharat Maheshwari’s project (w/ V. Kumar and R. Pollanan, Carleton University): “Implementing Regulatory Internal Control Requirements: Enterprise Systems Perspective” was awarded a $10,000 Canadian Financial Executives Research Foundation grant over the years 2007-2008. A matching grant of $10,000 was also received from Ontario’s Ministry of Research and Innovation through the ORNEC project. Total: $20,000. (NEW – YR. 1 of 2), 2007.

Bharat Maheshwari’s project (w/ V. Kumar and R. Pollanan, Carleton University): “Use of Enterprise Systems and Performance Management Systems in Implementing Compliance with Sarbanes-Oxley Act” was awarded a CAAA-SAP research grant of $10,000 over three years (2006-2008). A matching
grant of $10,000 was provided by Ontario’s Ministry of Research and Innovation through the ORNEC project. Total: $20,000. (NEW – YR. 1 of 3), 2007.

- **Bharat Maheshwari** was awarded an *Academic Development Travel Fund* grant in the amount of $1,250 in the F07 competition, 2007.

- **Bharat Maheshwari** received a Best Paper Award for his paper “Enhancing ERP Systems for SOX Compliance: Key Issues and Challenges, which was presented in the Information Systems Division, Administrative Sciences Association of Canada (ASAC) conference, Ottawa, June 5-7, 2007.


- **Bharat Maheshwari** was a division chair, POM division, for ASAC 2007, June 5-7, 2007.

15. **Peter Miller** - Assistant Professor (Management Science), Undergraduate Programs Director | MBA (Toronto) – 1977.
   - *quantitative decision analysis*

16. **Francisco Moro** – Assistant Professor (Management Science); Member of Graduate Faculty | Ph.D. (Wisconsin) – 2003.
   - *E-commerce*
   - Occupational safety and health
   - *organizational design and management - ergonomics*
   - *SAP (Systems, Applications and Products)*
   - *Member of Human Factors and Ergonomics Society, Academy of Management*

- **Francisco Moro** was awarded an Odette School of Business RTIF grant for $3,000 for his project “Implementing Information and Communication Technologies in Health Care Organizations”, in the F06/W07 competition.

17. **Chike Okechuku** – Professor (Marketing) | Ph.D. (York) – 1986. RA
   - effects of a country of origin of a product on consumer evaluation and choice
   - consumer behaviour
   - marketing research
   - *Registered Professional Engineer in Ontario (P.Eng.), Member of the American Marketing Association, Association for Consumer Research, Academy of Marketing Science, Academy of International Business, Decision Sciences Institute, Administrative Sciences Association of Canada (ASAC), Association for Management*

- **Chike Okechuku** (w/ Howard Lin): “Antecedents of International Joint Venture Satisfaction: Effect of Ownership, Trust and Legalism” was presented at the *Academy of International Business* conference, San Diego, March 2007. Published in *Proceedings*.

- **Chike Okechuku** and **George Lan** were awarded an Odette School of Business RTIF grant for $3,000 (total), for their project “Job Satisfaction and Personal Values of Canadian and Chinese Accounting Practitioners” in the F06/W07 competition.
18. Ming Ouyang – Associate Professor (Marketing) / PhD (University of Manitoba) – 2006. RA
- brand equity management
- marketing strategy
- marketing modeling
- international business


19. Esaignani (Esai) Selvarajah – Assistant Professor (Management Science) | Ph.D. (McMaster) – March, 2006
- Quantitative decision modelling, Operations Management
- Business logistics
- Production scheduling
- Supply chain management
- Batch Scheduling
- Integrated Production and Delivery Scheduling
- Algorithm Development
- Approximation Algorithms
- Member, INFORMS, CORS


- Automotive Health and Safety /AUTO21
- Health systems management
- Member, Rotary Club # 1918; Director, Board of Governors, VON Foundation Windsor and Essex County (2005-present); Director, Board of Governors Rotary Children’s Safety Village (2007-present)


• **Anne Snowdon** (w/ A. Howard, A., W. Altenhof, L. Patrick, J. Potvin, J. Dickey, I. Blue, M. Buck, L. Stamler, S. Sethi, R. Isherwood, S. Evans, S. Premji, S. Reilly, P. Rothe, N. Yanchar, B. Bruce, L. Duffy, P. Boase) were awarded a $865,000 total ($447,000 from AUTO21, and $418,000 in kind from Daimler Chrysler Canada, Ford Canada, Transport Canada, Century Graco, and Research in Motion), for their project Enhanced Child Safety in Automobiles”, Networks of Centers of Excellence, 2005-2007 (YR. 3 of 3).

• **Anne Snowdon** (w/ L. Ferrara, M. Garrette, K. Saunders, E. Visser) received a grant in the amount of $231,000 total ($20,000 from AUTO21, with matching funds from Intier Automotive ($36,000) and $175,000 in kind, for their project “Child Safety in Vehicles: Development and Testing a Booster Seat Strategy and Prototype”, 2006-2008, (YR. 2 of 3)

• **Anne Snowdon** was awarded $465,000 total ($20,000 from AUTO21, with matching funds from Intier Automotive ($36,000) and $415,000 in kind, for their project “Child Safety in Vehicles: Development and Testing a Booster Seat Strategy and Prototype”, 2006-2008, (YR. 2 of 3)

• **Anne Snowdon** was the Keynote Speaker at the *Henry Ford Health System Research Conference*, October 5, 2007, Detroit, Michigan. Her presentation was "Evidence-based Practice: A Strategy for Innovation", 2007.

• **Anne Snowdon** guest edited Vol. 39(3), September 2007 issue of *The Canadian Journal of Nursing Research* (refereed – Unclassified; McGill University, Canada – ISSN: 0844-5621)

• **Anne Snowdon** was Chair of the Thesis Committee for Masters of Science and Nursing candidate Ren Jingua, on her thesis entitled "A Comparative Study of Parent Knowledge and Use of Safety Systems for Children in Canada and China”. Completed May 16, 2007.

• **Anne Snowdon** served as External Committee Member (Masters Level) for three candidates in 2007: Shelley Yjoha – Psychology (Completed July, 2007); Shamual Fahanur - Computer Science (Completed, November, 2007), and Yi Zhou – Education (Completed May 2007).


- marketing education
- strategic marketing management
- advertising management


**Report Classification Policies and Definitions:**

All activities included in this report were published, presented or awarded (i.e., grants, honours, etc.) during 2007, and/or completed during 2007. All activities included in this report are verifiable through and via public documentation.

All faculty members included herein were part of the Odette School of Business for 6 months or more during the time period specified.

Research activity level (labeled as “RA”) applies to OSB members who have achieved at least one external, competitive (e.g., blind refereed publication or presentation, receiving competitive awards or grants, etc.) research output during the prior year. This approach applies equally to sole or multiple authors.