

**Johanna Weststar, BArtsSci & Psych (Hons), MIR, PhD**

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**DEGREES AWARDED**

- 2007 **PhD, Industrial Relations and Human Resources**, University of Toronto  
Thesis: Studies in Learning and Work: Job Control, Participation in Learning and Underemployment  
Supervisor: Dr. Morley Gunderson
- 2003 **Master of Industrial Relations**, Queen's University  
Thesis: Paid Education Leave: The Role of Union Education in Union Renewal  
Supervisor: Dr. Pradeep Kumar
- 2001 **Bachelor of Arts & Science and Psychology (Combined Honours)**, McMaster University  
Thesis: Improving Reading Fluency: The Effects of Single Word Training on Reading in Context  
Supervisor: Dr. Betty-Ann Levy

**ACADEMIC POSITIONS**

- Jul 2016 – present **Associate Professor**, DAN Department of Management and Organizational Studies, Faculty of Social Science, Western University, London, ON
- Jan 2016 – present **Adjunct Professor**, Industrial/Organizational Area, Department of Psychology, Faculty of Social Science, Western University
- Jun 2018 – present **Affiliate Faculty Member**, Department of Women's Studies and Feminist Research, Faculty of Arts & Humanities, Western University, London, ON
- Jul 2012 – 2016 Assistant Professor, DAN Department of Management and Organizational Studies, Faculty of Social Science, Western University, London, ON
- Jan 2008 – Jun 2012 Assistant Professor, Management Department, Sobey School of Business, Saint Mary's University, Halifax, NS
- Sep 2006 - Jul 2007 Sessional Lecturer, Labour Studies Programme, McMaster University, Hamilton, ON
- Jan 2006 - May 2007 Course Instructor, Department of Economics, University of Toronto at Mississauga, Mississauga, ON

## SCHOLARSHIP

Research Grants and Contracts Awarded<sup>1</sup>

R	2019	<b>Dancap Private Equity Faculty Research Award</b> (DAN Management and Organizational Studies, Western University): Canadian Industrial Relations Association Conference, Vancouver 2019 (Principal Investigator)	\$1,875
R	2018	<b>Dancap Private Equity Faculty Research Award</b> (DAN Management and Organizational Studies, Western University): Comparative Case Study of Game Workers Unite (Principal Investigator)	\$4,515
R	2018	<b>SSHRC Partnership Engage Grant:</b> “Institutional Experimentation for Better Work: A Study of Live Game Development” (Co-Investigator with Louis-Etienne Dubois)	\$20,320
R	2018	<b>Dancap Private Equity Faculty Research Award</b> (DAN Management and Organizational Studies, Western University): Canadian Industrial Relations Association Conference, Montréal, 2018 (Principal Investigator)	\$1,616
R	2017	<b>Western Strategic Support for SSHRC Success:</b> “Institutional Experimentation for Better Work: A Longitudinal Study of ‘Live’ Videogame Development” (Primary Applicant)	\$18,860
R	2017-24	<b>SSHRC Partnership Program:</b> "Institutional Experimentation for Better Work" (Co-applicant through CRIMT)	\$2,500,000
R	2017	<b>Dancap Private Equity Faculty Research Award</b> (DAN Management & Organizational Studies, Western University): ILERA 9 <sup>th</sup> Regional Congress of the Americas, Argentina, 2017 (Principal Investigator)	\$3,760
R	2016	<b>Dancap Private Equity Faculty Research Award</b> (DAN Management & Organizational Studies, Western University): ILERA 11 <sup>th</sup> European Regional Congress, Milan, 2016 (Principal Investigator)	\$3,486
R	2016	<b>IGDA Foundation:</b> “Analysis and Report of the 2016 IGDA Developer Satisfaction Survey (DSS)”	\$39,780
R	2016	<b>Dancap Private Equity Faculty Research Award</b> (DAN Management & Organizational Studies, Western University): “Pensions in a World of Financialized Capital: Challenges, Contradictions and Opportunities for Labour”	\$2,089.82
R	2015	<b>IGDA Foundation:</b> “Analysis and Report of the 2015 IGDA Developer Satisfaction Survey (DSS)”	\$32,000
R	2014	<b>GRAND NCE: Graphics, Animation and New Media</b> (Networks of Centers of Excellence): “INDIEGAME – Game Quality of Life” (Principal Investigator)	\$3,841

<sup>1</sup> Grant proposals that were peer-reviewed or underwent a competitive selection process are denoted by R

R	2013	<b>Dancap Private Equity Faculty Research Award</b> (DAN Management & Organizational Studies, Western University): “The Role of Labour Relations Officers in Facilitating Positive Labour Relations Climate”	\$4,100
R	2013	<b>SSHRC Insight Grant:</b> “Coping with Risk: Regulation and Citizenship at Work in the Project-based Context” Co-investigator with Marie-Josée Legault (UQAM)	\$277,915/4 yrs
R	2013	<b>Dancap Private Equity Faculty Research Award</b> (DAN Management & Organizational Studies, Western University): “Quality of Life in the Video Game Industry: Report and Web Portal”	\$3,000
	2012	<b>New Faculty Start-up Grant</b> (Faculty of Social Science, Western University)	\$10,000
R	2010	<b>SSHRC Standard Research Grant:</b> “Labour’s Voice in Pension Governance” Co-investigator with Anil Verma (University of Toronto)	\$80,600/5 yrs
R	2010	<b>Faculty of Graduate Studies Research Grant</b> (Saint Mary’s University): “Underemployment among Women”	\$500
R	2008	<b>Faculty of Graduate Studies and Research New Faculty Grant</b> (Saint Mary’s University): “The Role of Labour Relations Officers in Labour Climate”	\$5,000
	2007	<b>Noah Meltz Student Research Fund</b> (University of Toronto)	\$400
R	2006	<b>School of Graduate Studies Travel Grant</b> (University of Toronto)	\$9,000
R	2005-07	<b>SSHRC Doctoral Fellowship</b>	\$40,000

**Awards and Other Honours**

2015	<b>Luis Aparicio Valdez Prize Nominee</b> , International Labour and Employment Relations Association (nominated, April 2015)
2014	<b>IGDA MVP</b> , for outstanding service to the International Game Developers Association
2012	<b>Dancap Private Equity Faculty Fellowship</b> , DAN Management and Organizational Studies, Western University (\$3,000)
2009	<b>Best PhD Dissertation in Human Resource Management</b> , International Alliance of Human Resource Research (\$4,000)
2008	<b>Honourable Mention</b> , Social Responsibility Section, Administrative Sciences Association of Canada (\$500)
2004 & 2005	<b>Ontario Graduate Scholarship</b> (\$15,000/year; 2005 declined)
2002	<b>R. S. McLaughlin Fellowship</b> , Queen’s University (\$10,000)
1997 & 1998	<b>Alvin I. Ogilvie Scholarship</b> , McMaster University (2,000/year)
1997	<b>Canada Post Scholarship</b> (\$2,000)



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**Peer-reviewed Journal Articles**

1. Weststar, J. & Legault, M.-J. (2019). Building momentum for collectivity in the digital games community. *Television and New Media*. <https://doi.org/10.1177/1527476419851087>
2. Campbell, S. & Weststar, J. (2019). Peering inside the 'black box': The impact of management-side representatives on the industrial relations climate of organizations. *Labor Studies Journal*. <https://doi.org/10.1177/0160449X19852696>
3. Legault, M.-J. & Weststar, J. (2017) "Videogame developers among 'extreme workers': Are death marches over?" *E-journal of International and Comparative Labour Studies*, 6(3): 1-29.
4. Weststar, J. & Legault, M.-J. (2017) "Why might a video game developer join a union?" *Labor Studies Journal*, 42(4): 295-321.
5. Weststar, J. (2015). Understanding video game developers as an occupational community. *Information, Communication and Society*, 18(10):1238-1252.
6. Legault, M. J. & Weststar, J. (2015). The Capacity for Mobilization in Project-Based Cultural Work: A Case of the Video Game Industry. *Canadian Journal of Communication*, 40(2): 203-221.
7. Peticca-Harris, A., Weststar, J. & McKenna, S. (2015). The perils of project-based work: Attempting resistance to extreme work conditions in video game development. *Organization*, 22(4): 570-587.
8. Lee, B., Wang, J. & Weststar, J. (2015). Work hour congruence: The effect on job satisfaction and absenteeism. *International Journal of Human Resource Management*, 26(5), 657-675. First published online June 3, 2014, DOI: 10.1080/095851.
9. Legault, M. J. & Weststar, J. (2014). "Comment jouer la régulation dans l'industrie du jeu vidéo?" *Relations Industrielles/Industrial Relations*, 69(1): 136-158.
10. Sayce, S., Weststar, J. & Verma, A. (2014). "The recruitment and selection of pension trustees: An integrative approach" *Human Resource Management Journal*, 24(3): 307-322. First published online Dec, 2012.
11. Weststar, J. (2012). "Negotiating in silence: Experiences with parental leave in academia". *Relations Industrielles/Industrial Relations* 73(3), 345-367.
12. Verma, A. & Weststar, J. (2011). Token presence or substantive participation? A study of labor trustees on pension boards. *Journal of Labor Research*, 32(1), 39-60.
13. Weststar, J. (2009). Worker control as a facilitator in the match between education and jobs. *British Journal of Industrial Relations*, 47(4), 723-740.
14. Weststar, J. (2009). Worker control and workplace learning: Expansion of the Job Demand-Control Model. *Industrial Relations Journal of Economy and Society*, 48(3), 533-548.
15. Weststar, J. & Verma, A. (2007). What makes for effective labor representation on pension boards? *Labor Studies Journal*, 32(4), 382-4101.
16. Weststar, J. (2007). Give me the room to learn: The relationship between job control and workplace learning. *Just Labour: A Canadian Journal of Work and Society*, 11(Fall).

**Peer-reviewed Books**

17. Skerrett, K., Weststar, J., Archer, S. & Roberts, C. (Eds.). (2017). *The Contradictions of Pension Fund Capitalism*. Labor and Employment Relations Association Research Volume. Ithaca: Cornell University Press.

**Peer-reviewed Book Chapters**

18. Weststar, J. & Legault, M-J. (2018). "Women's experiences on the path to a career in game development." *Feminism in Play*. Gray, Voorhees & Vossen (Eds.). Palgrave MacMillan.
19. Skerrett, K., Weststar, J., Archer, S. & Roberts, C. (2017). Introduction. In *The Contradictions of Pension Fund Capitalism*. Skerrett, Weststar, Archer & Roberts (Eds.). Labor and Employment Relations Association Research Volume. Ithaca: Cornell University Press.
20. Weststar, J. (2017). Critical perspectives from the field of pension fund education. In *The Contradictions of Pension Fund Capitalism*. Skerrett, Weststar, Archer & Roberts (Eds.). Labor and Employment Relations Association Research Volume. Ithaca: Cornell University Press.
21. Weststar, J. & Verma, A. (2017). Protector or activist? Consistency and contradiction in labor's voice on pension boards. In *The Contradictions of Pension Fund Capitalism*. Skerrett, Weststar, Archer & Roberts (Eds.). Labor and Employment Relations Association Research Volume. Ithaca: Cornell University Press.
22. Weststar, J. (2013). "Fun Workplaces". Entry in the Sage Sociology of Work Encyclopedia. Thousand Oaks, CA: Sage Publications, pp. 308-310.
23. Weststar, J. (2013). "Computer Programmers". Entry in the Sage Sociology of Work Encyclopedia. Thousand Oaks, CA: Sage Publications, pp. 109-110.
24. Weststar, J. (2011). "A review of women's experiences of three dimensions of underemployment". In D. Feldman & D. Maynard (Eds.). *Underemployment: Psychological, Economic and Social Challenges*. New York, NY: Springer Publishing. Chapter Six.
25. Weststar, J. (2009). "Staying current in information technology: The role of schooling, formal courses and informal learning" in D. Livingstone (Ed.) *Education and jobs: Exploring the gaps* (pp. 185-210). Toronto, ON: University of Toronto Press.
26. Weststar, J. (2009). "All workplace learning is not the same: Effects of job control on learning activities". In J.-N. Grenier, R. Hebdon and J. Rose (Eds.). *Yesterday, Today and Tomorrow in Industrial Relations. Selected Papers from the XLIIIrd/XLIVth Annual CIRA Conferences* (pp. 136-157). Concord, ON: Captus University Publications.
27. Weststar, J. & Verma, A. (2008). "Just having it is not enough: Labour's voice on pension boards". In J. Quarter, I. Carmichael, and S. Ryan (Eds.). *Pensions at Work: Socially Responsible Investment of Union-Based Pension Funds* (pp. 42-69). Toronto, ON: University of Toronto Press.
28. Weststar, J. (2005). Union education, union leadership and union renewal: The role of PEL. In P. Kumar and C. Schenk (Eds.). *Paths to union renewal: The Canadian experience* (pp. 307-322). Peterborough, ON: Broadview Press.

**Non-refereed Research Papers/Book Chapters**

29. Weststar, J. & Legault, M.-J. (2012). Facts and discussion about hours of work in the video game industry. In A. Bracken & N. Guyot, (Eds). *Cultural perspectives of video games: From designer to player*. Oxford, UK: Interdisciplinary Press.

**Conference Papers/Presentations****Refereed.**

1. Weststar, J. & Legault, M.-J. (June, 2019). *Towards new collective action models for the international videogame industry*. Canadian Industrial Relations Association Annual Meeting, Vancouver, BC.
2. Weststar, J. & Dubois, L.-E. (October, 2018). *Digital affordance and internal restructuring: What does “Games as a Service” mean for the organization of work in the digital game industry?* CRIMT International Conference. Montreal, QC.
3. Legault, M.-J. & Weststar, J. (October, 2018). *The challenge of collective action among videogame developers*. CRIMT International Conference. Montreal, QC.
4. Legault, M.-J. & Weststar, J. (May, 2018). *Seeking fairness: Challenges of discretionary decision-making in the videogame industry*. Canadian Industrial Relations Association Annual Meeting, Montreal, QC.
5. Weststar, J. & Legault, M.-J. (October, 2017). *Project management regimes as a driver of working time*. Presented at the 9<sup>th</sup> ILERA Regional Congress of the Americas. Buenos Aires, Argentina.
6. Legault, M.-J. & Weststar, J. (June, 2017). *Collective action and representation gap among videogame developers in the North American context*. Presented at the 2017 Canadian Industrial Relations Association Annual Meeting, Toronto, ON.
7. Weststar, J. & Legault, M.-J. (March, 2017). *Videogame developers among “extreme” workers: Interrogating the driver of project management regimes*. International Conference on Working Time. University of Graz, Austria.
8. Weststar, J. & Legault, M.-J. (Sept, 2016). *Examining the collective action and representation gap among videogame developers in the North American context*. Presented at the 11th ILERA European Regional Congress. Milan, Italy.
9. Weststar, J. & Legault, M.-J. (May, 2016). *Women and the game development career path*. Presented at the 2016 Canadian Industrial Relations Association Annual Meeting, Saskatoon, SK.
10. Legault, M. J. & Weststar, J. (May, 2016). *Videogame developers among “extreme” workers: Are death marches over?* Presented at the 2016 Canadian Industrial Relations Association Annual Meeting, Saskatoon, SK.
11. Weststar, J. & Verma, A. (May, 2016). *Aspirations and Realities of Labour in Pension Fund Governance: Is There a Labour Voice?* Presented at the Labor and Employment Relations Association Annual Meeting, Minneapolis, MN.

12. Campbell, S. & Weststar, J. (May, 2015). *The impact of labour relations representatives on the industrial relations climate of organizations*. Presented at the 2015 Canadian Industrial Relations Association Annual Meeting, Montreal, QC.
13. Asif, A. & Weststar, J. (May, 2015). *Police record check use in hiring practices: Implications for human resource policy and practice*. Presented at the 2015 Canadian Industrial Relations Association Annual Meeting, Montreal, QC.
14. Sayce, S., Verma, A., & Weststar, J. (May, 2015). *Diversity, expertise and pension trusteeship: A million dollar question?* Accepted at the 2015 International CRIMT Conference, Montreal, QC
15. Peticca-Harris, A., Weststar, J. & McKenna, S. (Aug, 2014). *Capital's circuit of control: A dialogical analysis of work intensification*. Presented at the Academy of Management Conference, Philadelphia, PA.
16. Lee, B., Wang, J., & Weststar, J. (June, 2013). *Satisfying employee preferences for work hours can improve firm outcomes*. Poster at 65<sup>th</sup> Annual Meeting of the Labor and Employment Relations Association (LERA), St. Louis, MO.
17. Weststar, J. & Campbell, S. (May, 2014). *The impact of labour relations representatives on the industrial relations climates of organizations*. Presented at the Canadian Industrial Relations Association (CIRA) Annual Conference, St. Catharines, ON.
18. Legault, M-J. & Weststar, J. (May, 2014). *Aren't knowledge workers safe from any work citizenship deficit?* Presented at the 2014 International CRIMT Conference: New Frontiers for Citizenship at Work, Montreal, QC.
19. Weststar, J., Peticca-Harris, A. & McKenna, S. (July, 2013). *De-normalized intensity: Extreme work and the video game industry*. Presented at the Critical Management Studies Conference, Manchester, UK.
20. Legault, M-J. and Weststar, J. (June, 2013). *IGDA's Quality of Life survey 2009: Working @ the edge!* Presented at the Canadian Game Studies Association Annual Meeting. Victoria, BC.
21. Weststar, J. and Hurry, C. (May 2013). *Out of the coffee shop and into the...coworking space?* Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting. Toronto, ON.
22. Weststar, J. and Legault, M-J. (May, 2013). *Why might a video game developer join a union?* Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting. Toronto, ON.
23. Weststar, J. (October, 2012). *Labour's voice in pension capital roundtable*. At CRIMT International Conference – Union Futures: Innovations, Transformations, Strategies. Montreal, QC.
24. Coles, A., Weststar, J. & Legault, M-J. (October, 2012). *Women's experiences in the screen-based industries: Examining the pipeline*. Presented at CRIMT International Conference – Union Futures: Innovations, Transformations, Strategies. Montreal, QC.
25. Weststar, J. & Legault, M-J. (July, 2012). *Facts and discussion about hours of work in the videogame industry*. Presented at Video Game Cultures and the Future of Interactive Entertainment, 4<sup>th</sup> Global Conference. Oxford, UK.
26. Weststar, J., Peticca-Harris, A., & McKenna, S. (May, 2012). *Blogs and tweets as sources of resistance in the videogame industry*. Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting. University of Calgary, AB.



27. Weigand, H. & Weststar, J. (September, 2011). *Building self-efficacy in underserved youth through learning goal Development*. Presented at the Atlantic Schools of Business Conference, Charlottetown, PEI.
28. Weststar, J. (June, 2011). *Negotiating away their rights: Faculty experiences with parental leave arrangements*. Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting, University of New Brunswick, Fredericton, NB.
29. Legault, M.-J. & Weststar, J. (October, 2010). *Is the notion of 'representation' relevant in the regulation game of video game developers?* Presented at Challenges of Work and Workers in the Knowledge Economy, Saint Mary's University, Halifax, NS.
30. Weststar, J. (October, 2010). *Desires, obligations and rights: A cautionary tale about parental leaves in academia*. Presented at Challenges of Work and Workers in the Knowledge Economy, Saint Mary's University, Halifax, NS.
31. Weststar, J. (June, 2009). Workplace level solutions to underemployment: A look at job control. In J. Weststar (Chair), *Utilizing knowledge in the new economy: A focus on underemployment*. Symposium at the Administrative Sciences Association of Canada (ASAC) Conference, Niagara Falls, ON.
32. Weststar, J. (May, 2009). *Do occupational communities foster xenophobia among video game developers?* Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting, Université du Québec en Outaouais, Gatineau, QC.
33. Weststar, J. (May, 2009). *What is Happening to OUR Work? Take Some Time to Think About your Job in Academia*. Poster presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting, Université du Québec en Outaouais, Gatineau, QC.
34. Weststar, J., Melenchuk, M. & Nowak, E. (Jan., 2009). *How labor relations officers impact labor climate*. Abstract in *Proceedings of the 61<sup>th</sup> Annual Meeting*. Labor and Employment Relations Association (LERA), San Francisco, CA.
35. Weststar, J. (June, 2008). *Quality of life and human resource issues in the video game industry*. Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting, University of British Columbia, Vancouver, BC.
36. Verma, A. & Weststar, J. (May, 2008). *Are labour trustees marginalized on pension boards?* *Conference Proceedings*, Administrative Sciences Association of Canada, Halifax, NS.
37. Weststar, J. (January, 2007). *Too much of a good thing? Applying education on-the-job in information Technology*. Abstract in *Proceedings of the 59<sup>th</sup> Annual Meeting*. Labor and Employment Relations Association (LERA), Chicago, IL.
38. Weststar, J. (June, 2007). *Underemployment in information technology*. Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting, Montreal, QC.
39. Weststar, J. (June, 2006). *All workplace learning is not the same: The effect of job control on learning activity*. Presented at Canadian Industrial Relations Association (CIRA) Annual Meeting, York University, Toronto, ON.
40. Weststar, J. (October, 2006). *Give me the room to learn: The relationship between job control and work-related learning*. Presented at New Voices in Labour Studies, Trent University, Peterborough, ON.

41. Weststar, J. (June, 2005). *Effective labour representation on pension boards*. Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting, Western University, London, ON.

**Invited<sup>2</sup>.**

42. Weststar, J. (July, 2019). Panelist at Remaking Game Work Public Forum. Toronto Media Arts Centre. Toronto, ON
43. Weststar, J. & Dubois, L.-E. (May, 2019). *GaaS Study: Interim Report*. To Ubisoft Montreal. Montreal, QC.
44. Weststar, J. (June, 2019). Panelist for the Doctoral Consortium: Women in Academia. Canadian Industrial Relations Association Annual Meeting, Vancouver, BC.
45. Weststar, J. (Nov, 2018). *Unions in a Nutshell: History, Theory, Examples*. Montreal International Games Summit. Montreal, QC.
46. Weststar, J. (Oct, 2018). Panelist for the CRIMT Doctoral School discussion about the academic job market. CRIMT International Conference. Montreal, QC.
47. Legault, M.-J. & Weststar, J. (Oct, 2018). *What do Wayne Gretzky and Shigeru Miyamoto have in common? Examining some original inspirations in collective action to meet the needs of videogame developers*. CRIMT Workshop on Unions and Regions. Montreal, QC.
48. Weststar, J. (Aug, 2018). *Contradictions of Pension Fund Capitalism*. National Union of Public and General Employees Annual Leadership Development School. The Briars, Jacksons Point, ON.
49. Weststar, J. (April, 2018). *Working time and crunch*. Presentation to Ubisoft, Montreal Human Resource Management Team. Montreal, QC.
50. Weststar, J. (Dec 8, 2017). *Building a Positive Culture of Management/Union Relations*. Rotman Senior Leadership Institute. Rotman School of Management, University of Toronto.
51. Weststar, J. (Nov 28, 2017). *A pensioner's Bill of Rights? Examining the role of plan members in pension governance*. Lancaster House Pensions Conference. Toronto, ON
52. Weststar, J. (Sept, 2016). Discussant to keynote presentation by Andrew Pendleton. Presented at the 11th ILERA European Regional Congress. Milan, Italy.
53. Weststar, J. (May, 2016). *Pension Boards: Fostering a Climate that is Conducive to Progress on Responsible Investment*. SHARE Roundtable – Barriers and Opportunities to the Integration of Responsible Investment by Pension Boards. Vancouver, BC.
54. Weststar, J. (Jan., 2016). *Aspirations and Realities of Labour in Pension Fund Governance: Is There a Labour Voice?* Presented at Pension Funds in the Era of Financialized Capitalism: A Critical Appraisal. Comparative Research in Law and Political Economy Forum. Toronto, ON.
55. Weststar, J. (April, 2015). *The aspirations and realities of labour in pension fund governance*. Presented at the Centre for Sustainable Organizations and Work, RMIT, Melbourne, Australia

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<sup>2</sup> Invited presentations that were also refereed are denoted by (R)

56. Weststar, J. (November, 2013). *Labour's voice in pension capital: It's not easy being green...or anything different for that matter*. In C. Roberts (Chair), *Workers' Capital and Pension-Fund Environmentalism: Strategy, Contradictions, Politics*. At Work in a Warming World, Toronto, ON.
57. Weststar, J. & Verma, A. (May, 2013). *Do trustee 'hats' impact participation and decision-making at the pension board table?* In S. Smith (Chair), *The Pitfalls and Promise of Pension Board Decision-Making*. At Eleventh Annual Pensions and Capital Stewardship Conference, Harvard Law School, Cambridge, MA.
58. Weststar, J. (November, 2012). *Important questions about pension board trusteeship: Thoughts from the field*. At The Future of Pension Sustainability in Canada, Centre for Labour Management Relations, Ryerson University Toronto, ON.
59. (R) Weststar, J. (October, 2012). *Discussant*. In L. Haiven (Chair). *Work and Workers in the Creative Economy II: Cultural Labour and Social Citizenship: Problems, Policies and Prospects*. At CRIMT International Conference – Union Futures: Innovations, Transformations, Strategies. Montreal, QC.
60. (R) Weststar, J. (January, 2012). *Occupational community: Opportunity or threat to collective action among video game developers?* In D. Marschall (Chair). *Employment Relations and Alternative Organizing Strategies for Workers in High-Tech Occupations*. Symposium paper presented at the Labor and Employment Relations Association (LERA), Chicago, IL.
61. (R) Weststar, J. (June, 2010). *Occupational community as a barrier to traditional forms of representation: A study of video game developers*. In L. Haiven (Chair), *Cultural labour and its collective interest representation*. Symposium paper presented at the Canadian Industrial Relations Association Annual Meeting (CIRA), Université Laval, Québec City, QC.
62. Weststar, J. & Verma, A. (May, 2007). *Trustee effectiveness: The need for strategic choices*. At Capital Matters: Managing Labor's Capital, Harvard Law School, Cambridge, MA.
63. Weststar, J. & Verma, A. (October, 2006). *Union strategies toward pension fund representation*. Presented at Pensions at Work Conference, Ontario Institute for Studies in Education/University of Toronto, Toronto, ON.
64. Weststar, J. (June, 2006). *Education and job requirement matching in the information technology sector*. Presented at the Work and Lifelong Learning Conference, Ontario Institute for Studies in Education/University of Toronto, Toronto, ON.
65. (R) Weststar, J. (June, 2006). *The role of formal schooling, formal courses and informal learning in staying current in information technology*. Presented at Canadian Industrial Relations Association (CIRA) Annual Meeting. York University, Toronto, ON.
66. Weststar, J. & Verma, A. (October, 2005). *Labour's voice in labour's capital: Preliminary results from a survey of labour representatives on pension boards*. Presented at Pensions at Work Conference, Ontario Institute for Studies in Education/University of Toronto, Toronto, ON.
67. (R) Weststar, J. (November, 2004). *Union education, leadership and renewal: Evidence from Paid Education Leave*. Presented CRIMT International Colloquium on Union Renewal, Montreal, QC.
68. Weststar, J. & Verma, A. (October, 2004) *The role of labour representation on pension funds*. Presented at Pensions at Work Conference, Winnipeg, MB.

**Non-refereed.**

69. Weststar, J. (January, 2009). *Reviewing the changes to academic work*. Presented at Department of Management Colloquium, Saint Mary's University, Halifax, NS.
70. Weststar, J. (February, 2008). *Are labour trustees marginalized on pension boards?* Presented at Department of Management Colloquium, Saint Mary's University, Halifax, NS.

**Other Publications / Presentations****Industry Reports / Practitioner Outlets**

1. Weststar, J., O'Meara, V. & Legault, M.-J. (February 12, 2018). Developer Satisfaction Survey 2015 & 2016 Employment Report. International Game Developers Association. <http://www.gameqol.org/igda-qol-survey>
2. Weststar, J., O'Meara, V. & Legault, M.-J. (January 8, 2018). Developer Satisfaction Survey 2017 Summary Report. International Game Developers Association. <https://www.igda.org/news/381249/IGDA-DSS-2017-Results.htm>
3. Weststar, J. & Verma, A. (2017). Can labor trustees bring about pension fund socialism? *LERA Perspectives on Work Magazine*. University of Illinois, Champaign, IL: Labour and Employment Relations Association.
4. O'Meara, V., Gosse, C., Legault, M.-J. & Weststar, J. (October 4, 2017). The blame game: How video game workers frame barriers to diversity. *First Person Scholar*. <http://www.firstpersonscholar.com/the-blame-game/>
5. Weststar, J., O'Meara, V., Gosse, C. & Legault, M.-J. (August, 2017). Diversity among videogame developers: 2004-2015. <http://www.gameqol.org/igda-qol-survey/>
6. Legault, M.-J., Weststar, J. & Tô, L. (January 18, 2017). A union for videogame developers? *First Person Scholar*. <http://www.firstpersonscholar.com/a-union-for-videogame-developers/>
7. Weststar, J. & Legault, M.-J. (November 4, 2016). Developer Satisfaction Survey 2016 Summary Report. <http://www.gameqol.org/igda-qol-survey/>
8. Tô, L., Legault, M.-J. & Weststar, J. (October 18, 2016). Unions and workplace representation in the videogame industry. *Gamasutra Blogs*. [http://www.gamasutra.com/blogs/JohannaWeststar/20161018/283414/Unions\\_and\\_Workplace\\_Representation\\_in\\_the\\_Videogame\\_Industry.php](http://www.gamasutra.com/blogs/JohannaWeststar/20161018/283414/Unions_and_Workplace_Representation_in_the_Videogame_Industry.php)
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10. Tô, L., Legault, M.-J. & Weststar, J. (August, 2016). Collective action and representation gap among videogame developers, 2004-2014: Summary Report. <http://www.gameqol.org/igda-qol-survey/>
11. Weststar, J. & Andrei-Gedja, M. (2016). 2015 Developer Satisfaction Survey: Industry Trends and Future Outlook Report. International Game Developers Association. <http://www.igda.org/?page=dss2015>

12. Legault, M.-J. & Weststar, J. (Oct. 23, 2015). Working time among video game developers: Trends over 2004-2014. *Gamasutra*.  
[http://gamasutra.com/view/news/257143/Working\\_time\\_among\\_video\\_game\\_developers\\_Trends\\_over\\_200414.php](http://gamasutra.com/view/news/257143/Working_time_among_video_game_developers_Trends_over_200414.php)
13. Legault, M.-J. & Weststar, J. (2015). Working time among video game developers 2004-2014: Summary Report. <http://www.gameqol.org/igda-qol-survey/>
14. Weststar, J. and Legault, M.-J. (2015). 2015 Developer Satisfaction Survey: Summary Report. International Game Developers Association. <http://www.igda.org/?page=dss2015>
15. Weststar, J. and Legault, M.-J. (2015). 2014 Developer Satisfaction Survey: Employment Report. International Game Developers Association. <http://www.igda.org/?page=dss2014>
16. Weststar, J. and Legault, M.-J. (March, 2015). *Do game developers want a union?* Presented at the Game Developers Conference, San Francisco, CA.
17. Weststar, J. & Andrei-Gedja, M. (2015). 2014 Developer Satisfaction Survey Report: Industry Trends and Future Outlook Report. International Game Developers Association.  
<http://www.igda.org/?page=dss2014>
18. Edwards, K., Weststar, J., Meloni, W., Pearce, C. and Legault, M.-J. (2014). 2014 Developer Satisfaction Survey: Summary Report. International Game Developers Association.  
<http://www.igda.org/?page=dss2014>
19. Weststar, J. (October, 2013). *Fiduciary duty – A legal shield for corporate capitalism?* As part of the Pension Funds, Unions, and Working Class Strategies workshop series. Centre for Social Justice, Toronto, ON. <http://www.socialistproject.ca/leftstreamed/ls190.php>
20. Weststar, J. (September, 2013). *What can people in digital media do to make sure work is available, interesting and around for the long term?* Liberty Village Digital Media Mixer, MediaTech Commons. Toronto, ON.
21. Legault, M. J. & Weststar, J. (Jan 9, 2013). Are game developers standing up for their rights? *Gamasutra Features*.  
[http://www.gamasutra.com/view/feature/184504/are\\_game\\_developers\\_standing\\_up\\_.php](http://www.gamasutra.com/view/feature/184504/are_game_developers_standing_up_.php)
22. Weststar, J. & M.-J. Legault. Quality of Life in the Video Game Industry Web Portal and Archive. Launched Dec, 2012 at <http://gameqol.org>
23. Legault, M.-J. & Weststar, J. (Oct. 2012). “More than the numbers: Independent Analysis of the IGDA 2009 Quality of Life Survey.” <http://www.gameqol.org/igda-qol-survey/>
24. Weststar, J. (November, 2004). *The successes and challenges of Paid Education Leave*. Presentation to the Canadian Auto Workers Union National Executive Meeting, Port Elgin, ON.

**Popular Articles or Other Items.**

25. Weststar, J. (2011). “SMUFU Equity Committee: Calling all Interested Members!” *Saint Mary’s University Faculty Union News*, 17(2), 3-4. Available at [www.smufu.org](http://www.smufu.org).
26. Weststar, J. (2011). “The Importance of Rank and Step: Departments Need to Get it Right.” *Saint Mary’s University Faculty Union News*, 17(2), 4-5. Available at [www.smufu.org](http://www.smufu.org).

27. Weststar, J. (2011). "Pink Larkin Labour Law Development Day" *Saint Mary's University Faculty Union News*, 17(2), 5-6. Available at [www.smufu.org](http://www.smufu.org).
28. Weststar, J. (2011). "Departmental Liaisons" *Saint Mary's University Faculty Union News*, 17(2), 7. Available at [www.smufu.org](http://www.smufu.org).
29. Weststar, J. (2011). Book review of *Intern Nation* by Ross Perlin. *CAUT Bulletin*, 58(9), November.
30. Weststar, J. & Crocker, D. (2010). "SMUFU Guidelines for Pregnancy and Parental Leaves". Available at: [www.smufu.org](http://www.smufu.org).
31. Weststar, J. & Crocker, D. (2010). "Clarifying Pregnancy and Parental Leave Arrangements". *Saint Mary's University Faculty Union News*, 16(1), 6. Available at: [www.smufu.org](http://www.smufu.org).
32. Weststar, J. (2010). "Renewal, Promotion and Tenure Workshop". *Saint Mary's University Faculty Union News*, 16(1), 5. Available at: [www.smufu.org](http://www.smufu.org).
33. Weststar, J. (2010). "SMUFU Outreach Committee". *Saint Mary's University Faculty Union News*, 15(1), 6. Available at: [www.smufu.org](http://www.smufu.org).
34. Weststar, J. (2010). "Promotion Criteria ≠ Tenure Criteria". *Saint Mary's University Faculty Union News*, 15(1), 5-6. Available at: [www.smufu.org](http://www.smufu.org).
35. Weststar, J. (2009). "Bringing Environmental Sustainability to the Management Classroom." *Social Issues in Management Division of the Academy of Management Newsletter*. Academy of Management Online, Autumn, 2009. Available at: <http://sim.aomonline.org/SIMnewsletter-Fall2009.pdf>.
36. Weststar, J. (2008). "Mobilizing in an Era of Restructuring: A Report from the CAUT Women's Conference". *Saint Mary's University Faculty Union News*, 14(1), 1-4. Available at: [www.smufu.org](http://www.smufu.org).
37. Jones, E. & Weststar, J. (2006). 24 hour party people: A journey to the land of the midnight sun. *UKULA Travel*. <http://ukula.com/TorontoArticle.aspx?SectionID=5&ObjectID=2063>.

### **Research and Other Scholarly Work in Progress**

- Sayce, S., Verma, A. & Weststar, J. Diversity, expertise and trusteeship, a million dollar question? Manuscript in preparation.
- Legault, M.-J. & Weststar. Towards new collective action models for the international videogame industry. In preparation for *Industrial Relations Economy and Society*.
- Weststar, J., Coles, A., O'Meara, V., Gosse, C. Whose fault is it anyway? Gender differences in the attribution of responsibility for female underrepresentation in the game industry. Manuscript In preparation.

**TEACHING EXPERIENCE**

**Courses Taught**

Project Management (Masters)	Western University (UWO)
Training & Development (4 <sup>th</sup> /3 <sup>rd</sup> year)	Saint Mary's University & UWO
Industrial Relations (3 <sup>rd</sup> year)	Saint Mary's University & UWO
The Logic of Collective Action (PhD)	Saint Mary's University (co-taught)
The Nature of Management Research (PhD)	Saint Mary's University
Voices of Work, Resistance & Change (1 <sup>st</sup> year)	McMaster University
Human Resource Management (2 <sup>nd</sup> year)	U of T at Mississauga

**Undergraduate and Graduate Supervision**

Sep 2018 – present	<b>Supervisor</b> , MSc Thesis, I/O Psychology, Western University <ul style="list-style-type: none"> <li>• Shruti Kumar</li> </ul>
Sep 2017 – present	<b>Supervisor</b> , MSc Theses, I/O Psychology, Western University <ul style="list-style-type: none"> <li>• Eva Kwan &amp; Trevor Coppins</li> </ul>
Sep 2017 – May 2018	<b>Supervisor</b> , Undergraduate Thesis, DAN Department of Management and Organizational Studies, Western University <ul style="list-style-type: none"> <li>• Kate Holmes – “Perceptions of wellness programs and organizational commitment”</li> </ul>
Sep 2013 – May 2014	<b>Supervisor</b> , Undergraduate Thesis, DAN Department of Management and Organizational Studies, Western University <ul style="list-style-type: none"> <li>• Arshia Asif – “Police Record Check Use in Hiring Practices: Implications for Policy and Practice”</li> </ul>
Jul 2011 – Dec 2012	<b>Supervisor</b> , Masters Research Project, MBA Program, Sobey School of Business, Saint Mary's University <ul style="list-style-type: none"> <li>• Christopher Hurry - “Coworking: A Case Study of The HUB-Halifax”</li> </ul>
Jan 2010 – Jun 2012	<b>Supervisor</b> , Directed Study, PhD Program, Sobey School of Business, Saint Mary's University <ul style="list-style-type: none"> <li>• Heidi Weigand - “Training and learning motivation among at-risk youth”</li> </ul>
Sep 2009 – Dec 2010	<b>Thesis Supervisory Committee</b> , PhD Program Sobey School of Business, Saint Mary's University <ul style="list-style-type: none"> <li>• Shelagh Campbell - “Continental drift in the legal profession: The struggle for collective bargaining by crown prosecutors in Nova Scotia”</li> </ul>
Sep 2009 – Apr 2010	<b>Supervisor</b> , Masters Research Project, MBA Program, Sobey School of Business, Saint Mary's University <ul style="list-style-type: none"> <li>• Tracy Gaudet - “Change management: Vision in action”</li> </ul>
Jan – Sep 2009	<b>Supervisor</b> , Masters Research Project, MBA Program, Sobey School of Business, Saint Mary's University <ul style="list-style-type: none"> <li>• Tina Munroe - “Attendance management among teachers”</li> </ul>
Jan 2008 – 2009	<b>Supervisor</b> , Masters Research Project, MBA Program, Sobey School of Business, Saint Mary's University

- Michael Melenchuk and Erik Nowak - “Impacting labour climate: How labour relations officers impact labour climate in the workplace”
- Jan – Oct 2008     **Supervisor**, Directed Study, MBA Program, Sobey School of Business, Saint Mary’s University
- Mia Johnson - “A study and literature review of grievances”

**SERVICE**

**To the Department/ Faculty/ Faculty Association/ University**

- On-going / ad hoc     **Hooder or Orator**, Social Science Convocation, Western University
- July 2019-20     **External-to-the-Faculty Member**, School of Dentistry Promotion and Tenure Committee, Western University
- July 2019-20     **Social Science Affiliate Member**, Department Committee, Department of Women’s Studies and Feminist Research, Western University
- July, 2019-20     **Co-Chair**, UWOFA-UWO Joint Committee, Western University
- Nov 2018     **Internal Examiner**, PhD Thesis, Department of Sociology, Western University
- May 2018-present     **Member**, UWOFA Pensions & Benefits Committee, UWOFA
- May 2018-21     **External-to-the-Faculty Member**, Department of Philosophy Promotion and Tenure Committee, Western University
- Dec 2018-present     **Chief Negotiator, Librarians & Archivists Unit**, UWOFA
- Nov 2017     **Internal Examiner**, PhD Thesis, Ivey School of Business, Western University
- July 2017-19     **Deputy Chief Negotiator, Faculty Unit**, UWOFA
- July 2017-18     **Chair**, Collective Bargaining Committee, UWOFA
- May 2017-2018     **Chair**, UWOFA Pensions & Benefits Committee, UWOFA
- May 2017-present     **Social Science Representative**, UWOFA Board of Directors, UWOFA
- May 2017-2019     **Social Science Representative**, Arts & Humanities Faculty Council, Western University
- May 2017-19     **Member**, Chair Selection Committee, DAN Management & Organizational Studies, Western University
- May 2017-present     **Member**, Tenure & Promotion Committee, DAN Management & Organizational Studies, Western University
- Oct 2016     **Examiner**, Specialized Comprehensive Exam, Faculty of Information and Media Studies, Western University
- July 2016     **Internal Examiner**, PhD Thesis, Ivey School of Business, Western University
- April 2016     **Internal Examiner**, MA Thesis, Faculty of Information and Media Studies, Western University



Sep 2015 – May 2017	<b>Chair</b> , UWOFA Pensions and Benefits Committee
Aug 2015	<b>Internal Examiner</b> , MSc Thesis, Department of Psychology, Western University
June 2015-present	<b>Co-representative for DAN Management Department</b> , Non-medical Research Ethics Board, Western University
June 2015	<b>Internal Examiner</b> , PhD Thesis, Faculty of Information and Media Studies, Western University
May 2015 – Apr 2017	<b>Member</b> , Dancap Private Equity Faculty Research Awards Committee, Dept. of DAN Department of Management and Organizational Studies, Western University
May 2015 – present	<b>Member</b> , Appointments Committee, Dept. of DAN Department of Management and Organizational Studies, Western University
May 2014 – Apr 2015	<b>Member</b> , Workload Committee, Dept. of DAN Department of Management and Organizational Studies, Western University
May 2014 – present	<b>Member</b> , Graduate Program Task Force, Dept. of DAN Department of Management and Organizational Studies, Western University
Jan 2015 – present	<b>Member</b> , Pensions & Benefits Committee, Western University Faculty Association
Mar – Nov 2014	<b>Member</b> , Collective Bargaining Committee, Western University Faculty Association
Aug 2013	<b>Internal Examiner</b> , MSc Thesis, Department of Psychology, Western University
May 2013 – present	<b>UWOFA Representative</b> , Dept. of Management & Organizational Studies, Western University
May 2013 – Apr 2015	<b>Member</b> , Undergraduate Curriculum Review Committee, Dept. of Management & Organizational Studies, Western University
Mar 11, 2013	<b>Guest Lecturer</b> , MIT 1200 - Media in Society (1 <sup>st</sup> year), Faculty of Information and Media Studies, Western University
Mar 9, 2013	<b>Judge</b> , Millennium Research Group case competition, Western University
Nov 11, 2012	<b>Judge</b> , DAN DAN Department of Management and Organizational Studies student case competition finals, Western University
Mar, 2012	<b>Panelist</b> , CAID New Faculty Workshop on Annual Reports and Teaching Dossiers, Saint Mary's University
Apr 2011-12	<b>Vice-President</b> , Saint Mary's University Faculty Union
Apr 2011-12	<b>Chair</b> , Departmental Liaisons Committee, Saint Mary's University Faculty Union
Apr 2011-12	<b>Chair</b> , Outreach Committee, Saint Mary's University Faculty Union
Apr 2011-12	<b>Founding Member</b> , Equity Committee, Saint Mary's University Faculty Union

Jul, 2011	<b>Selection Committee</b> , Management Department, Sobey School of Business, Saint Mary's University
Jan, 2011	<b>Panelist</b> , CAID New Faculty Workshop on Annual Reports and Teaching Dossiers, Saint Mary's University
Apr 2010-Jun 2012	<b>Departmental Liaison</b> , Management Department, Saint Mary's University Faculty Union
May 2009 – 2010	<b>Chair</b> , Outreach Committee, Saint Mary's University Faculty Union
Apr 2009 – 2010	<b>Member at Large</b> , Saint Mary's University Faculty Union
Mar- May 2009	<b>Selection Committee</b> , Tenure-Track Appointment (HR), Management Department, Sobey School of Business, Saint Mary's University
Feb-Apr 2009	<b>Selection Committee</b> , Limited Term Appointment (OB), Management Department, Sobey School of Business, Saint Mary's University

**To the Profession**

On-going / ad hoc	<b>Reviewer:</b> various grant competitions (e.g., SSHRC Insight), journals, academic conferences, Industrial Relations textbooks and promotion and tenure files
2019	<b>External Reviewer</b> , Bachelor of Human Resources and Labour Relations Program Review, Athabasca University
2019	<b>Member</b> , Honours Bachelor of Commerce Degrees Advisory Committee, Fanshawe College
July 2018-present	<b>Executive Committee Member</b> , International Labour and Employment Relations Association (ILERA), Geneva
Dec 2018-present	<b>Member</b> , Collective Bargaining Committee, Ontario Confederation of University Faculty Associations (OCUFA), Toronto
Oct-Nov 2017	<b>Canadian Labour International Film Festival Location Coordinator</b> , Western University, London, ON
Aug 2018-present	<b>Acting President</b> , <i>Relations Industrielles/Industrial Relations</i> Editorial Board
May 2017-July 2018	<b>Editorial Board Member</b> , <i>Relations Industrielles/Industrial Relations</i>
Feb 2017-present	<b>Co-Chair</b> , 10 <sup>th</sup> Regional Congress of the Americas, International Labour and Relations Association (ILERA).
Oct-Nov 2016	<b>Canadian Labour International Film Festival Location Coordinator</b> , Western University, London ON
June 2016-18	<b>Past-President</b> , Canadian Industrial Relations Association
June 2015	<b>Item Writer</b> , Human Resource Professionals Association National Exam: Labour and Employment Relations
Oct 2014 – June 2016	<b>UWOFA Representative</b> , Jointly Sponsored Pension Plan Project for Ontario university sector Plenary Body and OCUFA Working Group

- May 2014-2016      **President**, Canadian Industrial Relations Association
- May 2013-2014      **Conference Chair**, Canadian Industrial Relations Association Annual Meeting, May, 2014, Brock University
- May 2013-2014      **President-Elect**, Canadian Industrial Relations Association Executive
- Oct 19 2012        **Invited Panel Moderator**, Conference on Precarious Work in the Cultural Sector, Centre for Labour and Management Relations, Ryerson University
- June 2011-2012     **Program Chair**, 49th Canadian Industrial Relations Association Annual Meeting and Conference – University of Calgary, May 28-30, 2012.
- June 2010-2011     **Program Committee Member**, 48th Canadian Industrial Relations Association Annual Meeting and Conference – University of New Brunswick, June 2-4, 2011.
- Oct 2009-2010     **Organizing Committee Member**, “Challenges of Work and Workers in the Knowledge Economy” Conference – Saint Mary’s University, October 29-31, 2010
- Apr-May 2008       **Item Writer**, National Knowledge Exam, Certified Human Resource Professional (CHRP)

**To the Community**

- Sep 2012-present    **Parent Volunteer**, Lord Roberts French Immersion School, London ON
- Jan-Mar 2014        **Volunteer**, London Youth Theatre Education (LYTE) Program production of Alice Jr. at the Palace Theatre
- Sep-Oct 2010        **Organizing Committee**, Arts and Science Programme 30th Anniversary Reunion, McMaster University, Hamilton, ON
- Sep 2009-Present   **Mentor**, Centre for Industrial Relations and Human Resources Mentorship Program, University of Toronto, Toronto, ON

**PROFESSIONAL DEVELOPMENT**

- Oct 19, 2018        **Collective Bargaining Committee meeting**, Ontario Confederation of University Faculty Associations (OCUFA), Toronto, ON
- 2016-2018         **French as a Second Language**: Beginner 1, 2, 3, Intermediate 1, 2. College Boréal, London ON
- Mar 23, 2018       **Chief Negotiators Forum**, Canadian Association of University Teachers, (CAUT), Ottawa, ON
- Apr 28, 2017       **Collective Bargaining Committee meeting**, Ontario Colleges and University Faculty Association (OCUFA), Toronto, ON
- Aug 30, 2016       **Fall Perspectives on Teaching Conference**, Teaching Support Centre, Western University
- Sept 2, 2015        **Fall Perspectives on Teaching Conference**, Teaching Support Centre, Western University

- May 13, 2015      **Spring Perspectives on Teaching Conference**, Teaching Support Centre, Western University
- Mar 7, 2015      **Publish & Flourish**, Teaching Support Centre, Western University
- Feb 26, 2014      **Writing Multiple Choice Questions Workshop**, Teaching Support Centre, Western University
- Mar 20-22, 2013      **Project Management Certificate**, Chartered General Accountants of Ontario, Toronto, ON
- Nov-Dec, 2012      **Faculty Professional Development Series for Community Service Learning**, Student Success Centre, Western University
- Aug 24, 2012      **Fall Perspectives on Teaching Conference**, Teaching Support Centre, Western University
- Nov 25-27, 2011      **CAUT Council**, Canadian Association of University Teachers, Ottawa, ON
- Aug 29, 2011      **The Slow Professor**, Centre for Academic and Instructional Development Workshop, Saint Mary's University
- May 5-8, 2011      **CAUT Council**, Canadian Association of University Teachers, Ottawa, ON
- May 4, 2009      **Learning Outcomes Workshop**, Sobey School of Business, Saint Mary's University
- Apr 29-30, 2009      **Conference on Teaching and Learning: Fostering Student Engagement**, Dalhousie University
- Apr 28, 2009      **Enhancing the Student Experience: Atlantic Canadian Symposium on the National Survey of Student Engagement**, Saint Mary's University
- Apr 3, 2009      **Student Success and The National Survey of Student Engagement**, CAID Workshop, Saint Mary's University
- Nov, 2008      **Getting Practical about Critical Thinking Workshop**, Shelagh Crooks, Saint Mary's University
- Oct 16-18, 2008      **CAUT Women's Conference: Mobilizing in an Era of Restructuring**, Canadian Association of University Teachers, Ottawa, ON
- Sep-Dec, 2008      **Writing across the Curriculum (WAC) Programme**, Writing Centre, Saint Mary's University
- Aug 27, 2008      **Rules of Engagement: Whose Rules? Who's Engaged!**, CAID Workshop, Saint Mary's University

**SELECT MEDIA APPEARANCES**

- May 24, 2018      CBC Radio Windsor Morning  
Re: Caesar's Casino strike
- Mar 28, 2018      Game Talk Live on Facebook (43K views)  
Re: unionization in the video game industry
- Nov 7, 2017      Ottawa Citizen (article by Vito Piliece)  
Re: Bill 148 implications for municipal employers

Nov 2 & 7, 2017	London Free Press (articles by Jennifer Bieman) Re: ON college strike
Oct 26, 2017	Western Gazette (article by Sabrina Fracassi) Re: ON college strike
Oct 4 & 17, 2017	London Free Press (articles by Norman De Bono) Re: Cami strike.
Oct 3 & 4, 2017	CBC Radio morning shows in Windsor, Thunder Bay, Sudbury & Kitchener Re: Negotiations between OPSEU (College Faculty) and 26 Ontario Colleges
May 5, 2017	Hamilton Spectator (article by Joanna Frketich) Smith's pension fund bailed out firm he chairs
Feb 18, 2015	The Guardian (article by Ian Williams) Crunched: has the games industry really stopped exploiting its workforce?
July 24, 2015	"Ontario Morning" with Susan McReynolds – CBC Radio Re: City of London Inside Workers Strike
July 22 & 23, 2015	London Free Press (articles by Patrick Maloney) Re: City of London Inside Workers Strike
July 17, 2015	CTV News at 6 – Daryl Newcome reporting Re: City of London Inside Workers strike
July 9, 2015	CBC Radio Ontario Morning with Wei Chen Re: City of London Inside Workers Strike
July 8, 2015	"The Pulse with Devon Peacock" – AM980 Re: City of London Inside Workers Strike

#### **VISITING PROFESSORSHIPS OR RESEARCH FELLOWSHIPS**

May 2015-2017	Comparative Research in Law and Political Economy (CLPE) Forum, Osgoode Hall Law School, York University
April-May, 2015	Centre for Sustainable Organizations and Work, Department of Management, RMIT University, Melbourne, Australia
September, 2013	Centre for Policy Research on Science and Technology (CPROST), Simon Fraser University, BC, Canada

#### **MEMBERSHIP AND ASSOCIATIONS**

Canadian Industrial Relations Association (CIRA)  
 Interuniversity Research Centre on Globalization and Work (CRIMT)  
 Canadian Association for Work and Labour Studies (CAWLS)  
 Labor and Employment Relations Association (LERA)  
 International Labour and Employment Relations Association (ILERA)  
 Digital Games Research Association (DiGRA)  
 International Game Developers Association (IGDA)