

ASB 2023 | Schedule by Track

Friday 22 September | 3.00pm – 5.00pm

<p><b>All Conference Workshop</b>                  Location: McCain 105                  Friday 22 September   3.00pm – 5.00pm</p>	
<p>Artificial intelligence in society, universities, and business learning and education</p>	<p>Organizers:</p> <ul style="list-style-type: none"> <li>• Nicholous M. Deal, MSVU</li> <li>• Kristene Coller, SAIT</li> </ul> <p>Participants</p> <ul style="list-style-type: none"> <li>• Terrance Weatherbee, Acadia</li> <li>• Donna Sears, Acadia</li> <li>• Patricia McLaren, Wilfred Laurier</li> <li>• Maria Matthews, MSVU</li> <li>• Sonja Johnston, SAIT</li> <li>• Blake Kanewischer, SAIT</li> <li>• Emily Ballantyne, MSVU</li> <li>• Rhonda Dever, Thompson Rivers University</li> </ul>
<p><b>Workshop Description:</b> Artificial intelligence (AI) is having a profound impact on the way we organize, view work, and conduct higher education in business schools. This symposium is designed to discuss the benefits and challenges that AI presents at the intersection of business and society. AI is increasingly being used in a variety of ways including ChatGPT, deepfake technology, and search algorithms to influence the presentation of information. Like other institutions, the post-secondary sector is evaluating the impacts of AI but with a focus on pedagogical practice, program evaluation, and academic policy. Business schools have a special interest in addressing AI as they are preparing students for careers in business. Dialogue highlighting key considerations for each of these levels will be addressed.</p>	

Saturday 23 September | 9.00am – 10.30am

<p><b>Track: Accounting</b>                  Location: McCain 301                  Chair: Ryan Stack                  Saturday 23 September   9.00am – 10.30am</p>		
<p>Being "Big" in a Smaller Economy:                  Community Capital and Local Culture in</p>	<p>Ryan Stack, Acadia and Queen's                  Bertrand Malsch, Queen's</p>	

Newfoundland Professional Services Firms		
Diversity, ESG and Financial Performance	Hanen Khemakhem, ESG-UQAM Paulina Arroyo Pardo, ESG-UQAM Julio Montecinos, ETS Montreal	Work in Progress

<b>Track: Business &amp; Organization History</b> Location: McCain 302 Chair: Terrance Weatherbee Saturday 23 September   9.00am – 10.30am		
Mircea Eliade and the Sacred Archive	Keshav Krishnamurty, University of Toronto	Work in Progress
The Historical and Hidden Dimensions of Our Textbooks	Terrance Weatherbee, Acadia	Best Paper Award Nominee
Rhetorical History- Harvard and MIT Archives	Keshav Krishnamurty, University of Toronto	Work in Progress

<b>Track: Communication</b> Location: McCain 105 Chair: Amy Thurlow Saturday 23 September   9.00am – 10.30am		
A global movement from a local perspective: learnings from protest-sign messages during the “8 m” march in Chile	Mariana I. Paludj, Universidad Tecnica Federico Santa María Juan Tapia, Universidad Tecnica Federico Santa María Fernando Diaz, Universidad Tecnica Federico Santa María	Work in Progress
Let’s Talk: Exploring how Invitational Rhetoric can Support Connected Conversations in business communications and beyond	Valerie Creelman, SMU	Work in Progress
Exploring trust between parent influencers and parent audiences on social media: comparing North America and Ghana	Janice Osei-Essah, MSVU	Work in Progress Student Paper

<b>Track: Ethics &amp; Social Issues</b> Location: McCain 106 Chair: Brad Long Saturday 23 September   9.00am – 10.30am		
In Search of Impact Research: Position, Strategies and Future Directions	Kent Williams, Acadia	

No Bridges Burned: Nonprofit Organizations' COVID-19 Response in Highly Diverse Neighborhoods	Moe Hashemi, MtA Sara-Ann Strong, MtA Taieb Hafsi, HEC Montreal Hamed Motaghi, University of Québec in Outaouais	
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**Track: Human Resources / Organisational Behaviour / Industrial Relations**  
 Location: Rosaria 404  
 Chair: Jeff Young  
 Saturday 23 September | 9.00am – 10.30am

The influence of empowering leadership on work engagement: mediating role of intrinsic motivation and moderating role of self-efficacy	Fatima Ishfaq, University of the Punjab, Lahore-Pakistan Muhammad Ali, university of the Punjab, Lahore-Pakistan	
An analysis of job specialisation and task-monotony	Ana Askari, Memorial Dianne P. Ford, Memorial	
A scoping review of the current attitudes around hiring individuals with criminal records	Katia Beales-Salovitch, StFX Katelynn Carter-Rogers, StFX and SMU Jaeden Link, SMU Steven Smith, SMU Vurain Tabvuma, SMU	Work in Progress

**Track: Management Education**  
 Location: Rosaria 401  
 Workshop  
 Saturday 23 September | 9.00am – 10.30am

Prospecting the Future of Atlantic Canadian Management Education	<p>Organizers:</p> <ul style="list-style-type: none"> <li>Nicholous M. Deal, MSVU</li> <li>Kristin Williams, Acadia</li> </ul> <p>Panelists:</p> <ul style="list-style-type: none"> <li>Kristin Williams, Director, F.C. Manning School of Business, Acadia</li> <li>Binod Sundararajan, Interim Director, Rowe School of Business, Dalhousie</li> <li>Tarek T. Mady, Dean, Faculty of Business, UPEI</li> <li>Travor C. Brown, Dean, Faculty of Business Administration, Memorial</li> <li>Chiedza Chigumba, PhD Student, Sobey School of Business, SMU</li> </ul>
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	<ul style="list-style-type: none"> <li>Kirsten Lawrence, BBA Student, F.C. Manning School of Business, Acadia</li> </ul>
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**Workshop Description:** The place and role of business education has long been the subject of much debate. Following the global pandemic, issues involving ‘doing’ *management learning* differently have exposed questions about the future. While a small yet blossoming area in historical organization studies has begun to etch out a Canadian history of management learning and education, a gap remains about the potential of an Atlantic Canadian context. We believe questions about the future of management education in Atlantic Canada might be different from the rest of the country. This symposium explores this context through dialogue with three perspectives representing business schools across the region: administrative leaders, faculty, and students. Attendees will take part in this exploration.

**Saturday 23 September | 11.00am – 12.30pm**

<b>Track: Accounting</b> Location: McCain 301 Chair: Ryan Stack Saturday 23 September   11.00am – 12.30pm		
Economic and Financial Impact of Climate Change on the Forestry industry in British Columbia, Canada	Quan Cheng, SMU and University of the Fraser Valley Alex Ng, Thompson Rivers University	Work in Progress
The Crippling Effect of Turnover and Turnover Intention in Public Accounting Firms	Rhonda McIver, StFX and SMU	Work in Progress

<b>Track: Management Education</b> Location: McCain 302 Chair: Susan Graham Saturday 23 September   11.00am – 12.30pm		
A Model for Inclusion: Improving Business School Climate Through Co-Curricular Learning	Katelynn Carter-Rogers, StFX and SMU Vurian Tabvuma, SMU Steven Smith, SMU E. Kevin Kelloway	
An Exploration of the Extent to Which the Learning Passport Programme Meets Managerial Competencies	Karen Blotnick, MSVU Paulette Cormier-MacBurnie, MSVU Jennifer Guy, MSVU	Work in Progress
Slowing Down for Information Literacy In Undergraduate Business Education	Ryan MacNeill, Acadia Britanie G. Wentzell, Acadia	Work in Progress

<b>Track: Communication</b> Location: McCain 105 Chair: Amy Thurlow		
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Saturday 23 September   11.00am – 12.30pm		
Investigating the impact of electronic word of mouth on attitudes toward COVID-19 policies in China	Yue Guo, MSVU	Best Student Paper Nominee
Determining the effectiveness of situational crisis communications theory in assessing personal political apologies: a review of current literature	Lena Mallory Basha, MSVU	Student Paper
Best practices in health communication: a case study of nova scotia press conferences during the COVID-19 pandemic	Sarah Alex MacIsaac, MSVU	Student Paper

<b>Track: Ethics &amp; Social Issues and Human Resources / Organisational Behaviour / Industrial Relations (Joint Session)</b> Location: McCain 106 Chair: Brad Long Saturday 23 September   11.00am – 12.30pm		
"Stepping Up To The Plate: Investigating The Role Of Post-Secondary Institutions In Sustainable Food System Development"	Sofia Munoz, Acadia Edith Callaghan, Acadia	
Exploring Sustainable Development from a Social-Ecological Perspective: A Tri-Nation Study	Jan Brown, Liverpool John Moores University Kent Williams, Acadia Jessica Lichy, IDRAC Business School	Work in Progress
Culturally inclusive, ethically based, holistic employee success management framework for a VUCA world	Binod Sundararajan, Dalhousie Lin Geng, Dalhousie Tasnima islam, Dalhousie	Work in Progress

<b>Track: Human Resources / Organisational Behaviour / Industrial Relations</b> Location: Rosaria 404 Chair: Jeff Young Saturday 23 September   11.00am – 12.30pm		
Bridge employment: empirical evidence of employers' perspective	Bishakha Mazumdar, CBU Theresa Corsano, CBU Amy M. Warren, Memorial Travor C. Brown, Memorial	Work in Progress
Espoused and enacted value divergence within sporting organizations	Shannon Ouellette, StFX Mark MacIsaac, StFX	Student Paper Work in Progress

Les enjeux de l'expérience de télétravail des employés en contexte pandémique de COVID-19	Gilles Marcoux, UdeM	Work in Progress
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<b>Track: Open</b> Location: Rosaria 401 Workshop Saturday 23 September   11.00am – 12.30pm		
Use, Implementation, and Design of Open Educational Resources in Post Secondary Institutions	Kristene Coller, SAIT Sonja Johnston, SAIT Blake Kaneswicher, SAIT Jessica Norman, SAIT	
<b>Workshop Description:</b> As tuition continues to rise, and students struggle to address increasing cost of living, students are more frequently having to make decisions about whether to dedicate money towards paying for rent and food or to purchase course textbooks. Textbooks, while traditionally viewed as an essential component to a student's education, can add hundreds of dollars each semester, print times create time lags with contemporary topics, and are increasingly becoming a barrier for many students. To improve student outcomes and access to contemporary course materials, the Southern Alberta Institute of Technology has worked to incorporate open educational resources across several of its business programs. This professional development workshop is designed to answer questions that instructors may have about the multiple use cases and implementation of open educational resources in post-secondary courses.		

Saturday 23 September | 2.00pm – 3.30pm

<b>Track: Entrepreneurship</b> Location: McCain 301 Chair: Ryan MacNeil Saturday 23 September   2.00pm – 3.30pm		
Indigenous women business owners in Nova Scotia: access to government relief funding during COVID-19	Candace Blayney, MSVU Karen Blotnick, MSVU Sandi Findlay-Thompson, MSVU	
The paradox of female entrepreneurship	Mariana I. Paludj, Universidad Tecnica Federico Santa María	Work in Progress

<b>Track: Management Education</b> Location: McCain 302 Chair: Susan Graham Saturday 23 September   2.00pm – 3.30pm		
Inclusion in Entrepreneurship Education Cases: Beyond the Woman Protagonist Position	Tasha Richard, Dalhousie Nicholous M. Deal, MSVU Jeffery Muldoon, Emporia State University	Work in Progress

Experiential Partnerships in Social Entrepreneurship Education: Incorporating Three Approaches in Undergraduate Management Program	Alex Dandridge, UNB Heidi Crummell, UNB David Foord, UNB	Work in Progress
Talking Points: Chatbots in Management Education	Blake Kanwischer, SMU	Best Student Paper Award Nominee

<b>Track: Communication</b> Location: McCain 105 Chair: Amy Thurlow Saturday 23 September   2.00pm – 3.30pm		
Internal communication and employee satisfaction in the municipal sector	Megan McRae, MSVU	Student Paper
“Talk for Overhearers” Corporate Media Interviews	Karen Grandy, SMU	Work in Progress
The art of war: today’s crisis communications landscape through the traditional rules of SUN TSU	Lena Mallory Basha, MSVU	Work in Progress Student Paper

<b>Track: Marketing</b> Location: McCain 106 Chair: Suzanne Rath Saturday 23 September   2.00pm – 3.30pm		
A causal path analysis of bilingual responses to advertising involvement, brand attitudes, and behavioral intentions	Golam Aurup, CBU Michel Laroche, Concordia Marie-Odile Richard, State University of New York Polytechnic Institute	
Wither the Farm?	Terrance Weatherbee, Acadia Donna Sears, Acadia	Work in Progress
Personalization Paranoia: A social Emotional Consequences of Highly Personalized Advertising	Suzanne Rath, UPEI	Work in Progress

<b>Track: Human Resources / Organisational Behaviour / Industrial Relations</b> Location: Rosaria 404 Chair: Jeff Young Saturday 23 September   2.00pm – 3.30pm		
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Organizational factors and their relationship to burnout in Nova Scotia physicians	Gary Ernest, SMU	Work in Progress Student Paper
An exploration of the role of leadership in driving safety culture in the operating room	Patrick Sweet, SMU	Work in Progress Student Paper
Personal financial well-being: research proposal	Scott Grant, SMU	Student Paper

<b>Track: Open</b> Location: Rosaria 401 Workshop Saturday 23 September   2.00pm – 3.30pm		
Using Culturally Relevant Gender-Based Analysis to Support the Calls to Action and Justice for Indigenous Women, Girls, and Two-Spirit Persons within Business Environments	Katelynn Carter-Rogers, StFX and SMU Mary Beth Doucette, CBU Shelley Price, University of Victoria Courtney McKay, SMU	
<b>Workshop Description:</b> This professional development workshop will encourage the business community to discuss concerns related to Indigenous women, girls, and two-spirit persons as it relates to the TRC’s Calls to Action and Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls. The Culturally Relevant Gender-Based Analysis (CRGBA) framework (NWAC, 2020, 2022) will be presented as a pragmatic guide for administrators to begin to address issues of social justice in workplaces.		

**Sunday 24 September | 9.00am – 10.30am**

<b>Track: Finance</b> Location: McCain 301 Chair: Arron Fraser Sunday 24 September   9.00am – 10.30am		
Readability of ESG Reports and Firm Performance: A Canadian Perspective	Arron Fraser, MSVU Mohammad Siddiquee, MSVU	
CEO Duality and Spinoff Incompletion	Azadeh Babaghaderi, Windsor Sam Kolahgar, UPEI	Work in Progress
Financial deepening in the long term: A study of the Costa Rican experience	Miguel Rojas, UdeM Amos Sodjahin, UdeM	Work in Progress

<b>Track: Business &amp; Organization History</b> Location: McCain 302 Chair: Terrance Weatherbee		
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Sunday 24 September   9.00am – 10.30am		
Leisure Jobs: Recreating Family and Social Life in Canadian Electric Utility Marketing, 1920-1970	David Foord, UNB	
The History of 'Agribusiness'	Ashley MacDonald, Dalhousie	Best Student Paper Award Nominee
Searching for MacDonell: A Work-In-Progress	Brent White, MtA	Work in Progress

<b>Track: Communication and Gender &amp; Diversity (joint session)</b>		
Location: McCain 105		
Chair: Kelly Dye		
Sunday 24 September   9.00am – 10.30am		
Dismantling discrimination and amplifying voices through communications strategy	Nathan Buchanan, MSVU	Work in Progress Student Paper
Understanding the Barriers to Equity, Diversity, Inclusion, and Accessibility in the Financial Industry	Liam Collins, StFX Katelynn Carter-Rogers, StFX and SMU	Work in Progress Student Paper

<b>Book Launch</b>		
Location: McCain 106		
Chair: Gabrielle Durepos		
Sunday 24 September   9.00am – 10.30am		
A world scientific encyclopedia of business storytelling: history and business storytelling	Albert J. Mills, SMU Nicholous M. Deal, MSVU	Co-edited book
Diversity and Business Storytelling	Jean Helms Mills, SMU Amy Thurlow, MSVU	Co-edited book
Historical Female Management Theorists: Frances Perkins, Hallie Flanagan, Madeleine Parent, Viola Desmond	Kristin Williams, Acadia	Monograph

<b>Track: Cases</b>		
Location: Rosaria 404		
Chair: Conor Vibert		
Sunday 24 September   9.00am – 10.30am		

A Transformative Path for a Co-operative Industry Association	Brad Long, StFX Daphne Rixon, SMU Fiona Duguid, SMU	
Dark Side Case: girlzfabfit – an examination of workplace relationships, operational policies, and the reputational impact of social media in the driven world	Karoleen Comeau, MSVU Ronalda Walsh, MSVU	Student Paper
Dark Side Case- Destroying the Social Fabric- AirBnB's Booming Business	Molly Cormier, MSVU	Student Paper

<b>Track: Management Education</b> Location: McCain 401 Workshop Sunday 24 September   9.00am – 10.30am		
Amigos: Connecting Canadian & International Students Through Collaborative Online International Learning (COIL)	Wallace Lockhart, University of Regina Martin Pantoja, Universidad de Guanajuato Bruce Anderson, University of Regina Sara Smit, University of Regina	
<b>Workshop Description:</b> As minor partners in the world's largest trading block, Canada and Mexico share much in common. Each focuses on USA, so we know little about each other and do minimal direct trade. In addition to broadening student horizons, COIL (Collaborative Online International Education) is an ideal tool for tomorrow's business leaders to build foundations for the future. COIL collaborative projects can be done without cost or major changes to course structures. In this workshop we will describe COIL approach based on AMPEI (Mexican Association for International Education) as a way to engage in curricula internationalization, analyze how COIL positively impacts on students, discuss the successes and challenges of our collaborative projects, and assist participants in conceptualizing COIL projects.		

Sunday 24 September | 11.00am – 12.30pm

<b>Track: Open</b> Location: McCain 301 Chair: Elsie Henderson Sunday 24 September   11.00am – 12.30pm		
Understanding Youth Empowerment: A Youth Participatory Action Research Approach	Kristin Williams, Acadia	Best Paper Award Nominee
Cooperation Among Co-Operatives: Examining the Canadian and United Kingdom Literature	Sandi Stewart, Dalhousie Simon Berge, Dalhousie	
COVID Parenting: A Canadian Study	Alan Chan, Crandall Rachel D. Sharp, Carleton	

<b>Track: Business &amp; Organization History</b> Location: McCain 302 Chair: Gabrielle Durepos Sunday 24 September   11.00am – 12.30pm		
Tracing Canadian Doctoral Programs	Chris Hartt, Dalhousie Nicholous M. Deal, MSVU Ellen Shaffner, MSVU	Best Paper Award Nominee
Entrepreneurship on the Other Side of the Tracks: The Chow Family of Grand Falls-Windsor, Newfoundland	Elisabeth Dobson, Acadia Ryan MacNeil, Acadia	Work in Progress
Feeling the Past: Toward an Aesthetics of Organizational History	Gabrielle Durepos, MSVU	Work in Progress

<b>Track: Gender &amp; Diversity</b> Location: McCain 105 Chair: Kelly Dye Sunday 24 September   11.00am – 12.30pm		
Mining Companies and their “Expressed Commitment” to Advance the Calls for Justice	Courtney McKay, SMU Shelley Price, University of Victoria	
An examination of the gender differences of financial knowledge and self-confidence in Canada	Ashely Doyle, Acadia Stephen MacLean, Acadia	
Pride in business education: a continuation	Susan Graham, UPEI Amy MacFarlane, UPEI	Work in Progress

<b>Track: Marketing</b> Location: McCain 106 Chair: Suzanne Rath Sunday 24 September   11.00am – 12.30pm		
A scoping review of biometrics in the retail environment	Nichole Michaud Kuszelewski, SMU Katelynn Carter-Rogers, StFX and SMU Ramesh Venkat, SMU	Work in Progress
Unmasking the paradox: exploring trust, brand love, and behavioural intentions in the context of the Hockey Canada scandal	Reid Russett, StFX Bobbi Morrison, StFX Charlene Weaving, StFX	Work in Progress Student Paper
Breaking the curse of the 4Ps	Donna Sears, Acadia Terrance Weatherbee, Acadia	Work in Progress

<b>Track: Tourism</b> Location: Rosaria 404
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Chair: Maria Matthews Sunday 24 September   11.00am – 12.30pm		
A Review of Developments in Sports Stadium Financing: An Application to Halifax, NS	Gordon Fullerton, SMU	Work in Progress
Experiences of Healthcare Foodservice Workers during the COVID-19 Pandemic: A Qualitative Exploration	Oscar Lam, MSVU Linda Mann, MSVU Philip Joy, MSVU	
A Response Stage Model for Licensed Accommodations to Airbnb as a Disrupting Innovator	Maria Matthews, MSVU Ioannis S. Pantelidis, Ulster University Rodrigo Lucena, University of Brighton	Best Paper Award Nominee

<b>Track: Management Education</b> Location: McCain 401 Workshop Sunday 24 September   11.00am – 12.30pm		
Multiple-Choice in the Management Classroom?!: What High-Stakes Professional Testing Can Teach Us About Refining Our Question-Writing	Scott Cassidy, UPEI	
<b>Workshop Description:</b> The use of multiple-choice testing in the undergraduate classroom has proven both ubiquitous and polarizing. Despite over a century of validation research, detractors still argue that this form of testing fails to assess more than students' rote memorization. However, multiple-choice testing continues to be successfully deployed in professional credentialing (including in business and management contexts), where it is trusted to serve a public protection role. In this interactive workshop, a former consulting psychometrician (and current management educator) will share the processes and best practices used in high-stakes professional testing to develop fair, valid, and defensible multiple-choice exams. Attendees are encouraged to bring their draft questions to work through and receive feedback on.		

Sunday 24 September | 1.00pm – 2.30pm

<b>Track: Open</b> Location: McCain 301 Chair: Elsie Henderson Sunday 24 September   1.00pm – 2.30pm		
Climate Change and Supply Chain Management: A Systematic Review and Research Implications for Sustainable Development Goals	Angela Akofa Amegboleza, Dalhousie	
When Workers are Entrepreneurs and Entrepreneurs are Workers: Exploring the Concept of "Entrepreneurial Work"	Bui K. Peteren, SMU Patrick Sweet, SMU Gordon B. Cooke, Memorial	Work in Progress

The Show Must Go On: A Story of Mental Illness, Narratives, Discourses, and Stigmatization in the Canadian Accounting Profession	David A. Newman, Athabasca	Work in Progress Student Paper
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<b>Track: Finance</b> Location: McCain 302 Chair: Arron Fraser Sunday 24 September   1.00pm – 2.30pm		
The Superinvestors of Graham-and-Doddsville Revisited	Mohammad Siddiquee, MSVU	
The Effect of COVID-19 on the Bond Market: Evidence from Canada	Hui Xiao, SMU	
Financial Professionals' Perceptions of the Causes of Financial Behavior in Relation to the Theory of Planned Behavior	Tania Morris, UdeM Lamine Kamano, UdeM	Work in Progress

<b>Track: Management Information Systems</b> Location: McCain 105 Chair: Scott Grant Sunday 24 September   1.00pm – 2.30pm		
Knowledge graphs for explainable artificial intelligence	Enayat Rajabi, CBU Somayeh Kafaie, SMU	
Can chatbots perform better with emojis? The role of emojis in consumers' continuance usage intention of customer service chatbots	Xiaoxu Wang, Dalhousie Qi Deng, Carleton	Work in Progress
A systematic literature review of social networks for mental health	Fana Abaynew Mandefro, SMU Michael Zhang, SMU Hai Wang, SMU	

<b>Track: Marketing</b> Location: McCain 106 Chair: Suzanne Rath Sunday 24 September   1.00pm – 2.30pm		
Investigating a truly effective way of Instagram marketing in Halifax: beauty brand as an example	Peijing Yu, MSVU	Student Paper
Consumer Behaviour in Crisis	Katelynn Carter-Rogers, StFX and SMU Ramesh Venkat, SMU	Best Paper Award Nominee

<b>Track: Tourism</b> Location: Rosaria 404 Chair: Maria Matthews Sunday 24 September   1.00pm – 2.30pm		
Understanding Solo Female Travellers: A Two-Factor Analysis of Hotel Satisfaction and Dissatisfaction in Canada Using Tripadvisor Reviews	Feiyan Zhou, MSVU Shuyue Huang, MSVU Maria Matthews, MSVU	
Beyond Machine: Emotion Recognitions Moderating Influence on Service Automation	Lena Jingen Liang, UPEI	Work in Progress
Wine Tourism: Guided versus Self-Guided Travelers	Terrance Weatherbee, Acadia Donna Sears, Acadia	Work in Progress

<b>Track: Ethics &amp; Social Issues</b> Location: McCain 401 Workshop Sunday 24 September   1.00pm – 2.30pm		
A Transdisciplinary Approach to Embracing the Complexities of a VUCA World	Kent Williams, Acadia Ann LaBillios, Dalhousie	
<p><b>Workshop Description:</b> It is more evident than ever before we live in a VUCA world. VUCA being described by the volatility, uncertainty, complexity, and ambiguity of a rapidly changing world—highlighted by the grand challenge of climate change (Stein, 2021). In 2023, Atlantic Canada and the global community are experiencing devastating impacts of fires and floods that are detrimental to communities and economies. With this, in our institutions our students, staff, and faculty are experiencing heightened levels of what the literature describes as eco-anxiety, which is having negative impacts on good health and well-being (SDG#3). This workshop uses an expressive art based method to de-centre participants from the normative ways of ‘discussing’ the increasing uncertainty and complexity that we are facing in our institutions. Through a dialogic and placebased approach, as a learning community, we share our thoughts on emergent challenges, like climate change, and explore seeds and scenarios that can provide pathways for transformative learning and flourishing futures in the classroom and our interconnected communities. The goal is to give participants seeds/scenarios that have the potential to impact practice/research, enabling an opportunity to get into the rhythm and embrace the changing complexities of our social-ecological world. In the end, participants will be left with the inquiry: how do we cocreate micro impacts for social-ecological systems and relational change in our institutions and beyond (Pedersen &amp; Hvidtfeldt, 2023)?</p>		