

#### Atlantic Schools of Business 2025 Conference September 26-28, 2025

"Beyond the Calls: Strategic Action for Inclusive Futures"

Hosted by the Gerald Schwartz School of Business at St. Francis Xavier University
Antigonish, Nova Scotia





#### **ASB 2025: Executive Director Welcome**

Welcome to the 2025 Atlantic Schools of Business Conference, hosted by the Gerald Scwartz School of Business at St Francis Xavier University. With over 120 registrants, and a packed conference schedule, the 26<sup>th</sup> to 28<sup>th</sup> of September weekend promises to be exciting, thought provoking and energizing.

The Atlantic Schools of Business community has a long tradition of being developmental and supportive. There is a longstanding collective belief that what sustains our community is the quality of engagement we experience at these conferences. Each year, participants come to Atlantic Schools of Business Conference and make it a welcoming space. It's an ethos that we enact, collectively. And in doing so, we support one another in building new relationships and developing existing ones. For me, that is the richness of the Atlantic Schools of Business Conference. It is one of many reasons I look forward to the conference at St Francis Xavier University.

On behalf of the ASB community, I extend a tremendous thanks to Katelynn Carter-Rogers and Mary Oxner, the co-chair of the 2025 Atlantic Schools of Business conference. There is much passion and enthusiasm that informs the conference theme, "Beyond the Calls: Strategic Action for Inclusive Futures." It is certain to surface rigorous conversations around how we, as academics, can mobilize our emancipatory agendas such that a positive impact is felt in the day-to-day lives of people. And this is especially the case for those persons who, historically, have been marginalized. The conference theme, for me, pushed me to consider that it is time to move beyond talking and writing about social, organizational, and economic inequities and injustices. Action is needed to build inclusive futures. In reading the Atlantic Schools of Business 2025 conference schedule, I am confident that in attending the sessions, we will learn about the types of actions needed, as well as best practices to engage in them.

As the executive director of Atlantic Schools of Business conference, I also want to thank Donna Sears who took over as acting executive director from June to September 2025. Not only did she secure sponsorship for the conference in a challenging financial climate, but she also supported Katelynn and Mary, the conference cochairs, as they developed the conference.

Here is to a fantastic weekend,

**Executive Director** 

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**Atlantic Schools of Business** 



#### ASB 2025: Conference Co-Chairs' Welcome

Welcome to the Atlantic Schools of Business Conference hosted by the Gerald Schwartz School of Business at St. Francis Xavier University from September 26 to September 28, 2025.

The theme of this year's Conference is "Beyond the Calls: Strategic Action for Inclusive Futures". The theme reflects our current context in which creating opportunities for inclusivity is an obligation we all share. Although the language Calls to Action might suggest the Calls to Action identified in the Truth and Reconciliation Commission (TRC) Report, our collective calls to action are much broader in scope. As a developmental conference, ASB's legacy of collegiality, innovation, and groundbreaking thought allows researchers in our region to explore inclusivity in that broader context.

This conference is more than a gathering of amazing academics; it is a showcase of the innovative teaching and research produced in Atlantic Canada. Our Atlantic region features academics who push boundaries, explore new ideas and advance knowledge to have a lasting impact in our regional and global communities.

This year's conference has many highlights that we hope you will enjoy. Connected to this year's Conference, we welcome Indigenous Scholars and community leaders from across Canada who will convene a roundtable discussion on campus on the Friday of the Conference. Also on Friday, an all-conference workshop will feature two established and well recognized editors, Dr. Roy Suddaby and Dr. Bill Foster, who will share their advice and insights on publishing in today's academic environment. On Friday evening, join us for the movie premiere of Nechako: It Will be a Big River Again with Director Lyana Patrick in attendance and sponsored by the National Film Board. On Saturday, Addy Stickland, a live illustrator, will be illustrating the conference as it occurs, Ivey Publishing is delivering a case publishing workshop, and our luncheon guest speaker is François Bastien, Associate Professor, Associate Dean, Indigenous, Academic Director, MBA in Advancing Reconciliation at the University of Victoria, who will speak about inclusivity from his own lived experience. Sunday offers the ASB Annual General Meeting (AGM), interesting workshops, and two self-serve bars — oatmeal at breakfast and popcorn for the morning nutrition break. Be sure to enjoy our lovely campus, town and county by visiting some local businesses and establishments for which we have included a few examples at the end of this program.

The planning and delivery of a conference requires the support of many people for whom thank you's are necessary. Thanks is extended to track chairs who facilitated the review process, the many reviewers who thoughtfully provided constructive comments to authors, the authors who submitted their work to share with others, the ASB Executive Committee who provided oversight on Conference program planning, the sponsors who allow the ASB Conference to be affordable for attendees, the STFX ASB planning committee who provided logistics oversight and suggestions, and the trio of Donna Sears, Nick Deal and Gabi Durepos who shared their experience and expertise with us on an ongoing basis.

Welcome to the ASB Conference 2025 at St. Francis Xavier University where we will build on the rich tradition of ASB and showcase the incredible talent and potential we have within our Atlantic region. We look forward to seeing everyone in Antigonish!

Sincerely,

Katelynn Carter-Rogers

ASB 2025 Conference Co-Chair

Mary Oxner

ASB 2025 Conference Co-Chair



#### **ASB 2025: Conference Chairs and Locations**

Year	Conference Chair(s)	Host	
2025	Katelynn Carter-Rogers & Mary Oxner	Gerald Schwartz School of Business, St. Francis Xavier University	
2024	Wendy Carroll & Gabrielle Durepos	Sobey School of Business, Saint Mary's University	
2023	Ellen Shaffner & Gabrielle Durepos	Mount Saint Vincent University	
2022	Donna Sears & Terrance Weatherbee	F. C. Manning School of Business, Acadia University	
2021	Gary Evans	University of Prince Edward Island	
2020	Suspended du	ie to COVID-19	
2019	Mary Beth Doucette & Mary Jane Morrison	Cape Breton University	
2018	Alidou Ouedraogo	Université de Moncton	
2017	Donna Sears	F. C. Manning School of Business, Acadia University	
2016	Albert J. Mills & Jean Helms Mills	Saint Mary's University	
2015	Basu Sharma	University of New Brunswick, Fredericton	
2014	William C. Murray & Anthony Yue	Mount Saint Vincent University	
2013	Gabrielle Durepos & Monica Diochon	St. Francis Xavier University	
2012	John Rumsey	Dalhousie University	
2011	Wendy Carroll	University of Prince Edward Island	
2010	Jean Helms Mills	Saint Mary's University	
2009	Gerard Fillion	Université de Moncton	
2008	Lawrence Bauer	Memorial University	
2007	Ian Hutchinson	F. C. Manning School of Business, Acadia University	
2006	Peter Sianchuk	Mount Allison University	
2005	Basu Sharma	University of New Brunswick, held in Halifax	
2004	Ann MacGillivary	Mount Saint Vincent University	
2003	Nancy Chesworth	Mount Saint Vincent University	
2002	Neil Maltby	St. Francis Xavier University	
2001	Paul Dixon	Saint Mary's University	
2000	Alex Faseruk	Memorial University	



#### **ASB 2025: Conference Schedule**

Friday, September 26, 2025

1:00-6:00pm	Registration, SCHW Entrance
9:00-5:00pm	Indigenous Scholars Roundtable Discussions, SCHW 285
2:00-3:00pm	ASB Executive Committee Meeting, SCHW 454
2:30-3:00pm	Nutrition Break - SCWH 2nd Floor Alcoves
3:00-5:00pm	All Conference Workshop - Meet the Editors with Bill Foster and Roy Suddaby,
1:00-6:00pm	Opening of Indigenous Art Exhibit in MacNeil Gallery, SCHW 210
5:00-6:30pm	Welcome Reception, 2nd Floor SCHW (Remarks at 5:30pm)
6:30-8:30pm	Premiere: Nechako: It Will Be a Big River Again (2055) with Lyana Patrick, SCHW 205

Saturday, September 27, 2025

Saturday, September 27, 2025						
8:00am-4:00pm	Registration, SCHW Entrance					
8:00-9:00am			Breakfast, M	lcKenna Centr	e	
9:00-10:30am	Accounting	Strategy	Case	Ethics	Entrepreneur	Education
	SCHW 205	SCHW 215	SCHW 290	SCHW 289	SCHW 152	SCHW 156
10:30-11:00am		Nutriti	ion Break - SC	WH 2nd Floor	Alcoves	
11:00-12:30pm	Case Comp History Ma		Marketing	Diversity	Indigenous	OB/IR/HR
	SCHW 205	SCHW 215	SCHW 290	SCHW 289	SCHW 152	SCHW 156
10:30-4:00pm	Atlantic Schools of Business Deans' Meeting, SCHW 285					
12:30-2:00pm	Luncheon with Guest Speaker, Francois Bastien, McKenna Centre					
2:00-3:00pm	Luncheon for Case Competition Students, SCHW 330					
2:00-3:30pm	Case Comp	History	Open	Marketing	Indigenous	Ethics
	SCHW 205	SCHW 215	SCHW 290	SCHW 289	SCHW 152	SCHW 156
3:30-4:00pm	Nutrition Break - SCWH 2nd Floor Alcoves					
4:00-5:30pm	Case	Book	Education	Finance	OB/IR/HR	Diversity
	SCHW 205	SCHW 215	SCHW 290	SCHW 289	SCHW 152	SCHW 156
6:30-8:30pm	Awards Banquet, McKenna Centre (4th Floor SCHW) (Dinner at 7:00pm)					

Sunday, September 28, 2025

8:00-10:00am	Registration, SCHW Entrance					
8:00-9:00am	Breakfast, McKenna Centre					
8:30-9:00am	ASB Annual General Meeting, SCHW 205					
9:00-10:30am	Indigenous	Open	Accounting	History	Information	Open
	SCHW 205	SCHW 215	SCHW 290	SCHW 289	SCHW 152	SCHW 156
10:30-11:00am	Nutrition Break - SCWH 2nd Floor Alcoves					
11:00-12:30pm	Marketing	Education	Tourism	Open	Case	Finance
	SCHW 205	SCHW 215	SCHW 290	SCHW 289	SCHW 152	SCHW 156

Legend:

Book - Book Launch Diversity - Gender and Diversity

History - Business & Organization History Information - Management & Information Systems

Case - Cases & Cases in Progress Education - Management Education Ethics - Ethics and Social Issues Tourism - Tourism & Hospitality

Indigenous - Indigenous Business, Economics and Reconciliation

OB/IR/HR - Organizational Behaviour, Industrial Relations and Human Resources



#### Saturday, September 27, 2025, 9:00-10:30am

Track: Accounting			
Location: SCHW 205			
Chair: Luke Phelps and Ryan Stack			
Saturday, September 27, 2025, 9:00-10:30am			
Does the Market React to Greenwashing? The	Kevin Gauch - Technical University of Darmstadt,		
Impact of Alignment Between ESG Disclosure	Kevin McMeeking - Brunel University, Carol Pomare -		
and ESG Performance on Capital Markets	Mt A		
Automation, Trust, and Compliance: How AI Tax	Christopher Camerson (Student) - STFX, Rhonda		
Tools Could Reshape Filing Behaviors in Young	McIver (PhD Student) - STFX		
Canadians			
The St. James Street Rules: Do We Really Need	Brent White - Mt A		
an Auditor General?			

Track: Strategy				
Location: SCHW 215				
Chair: Mark Fuller and Alidou Ouedraogo				
Saturday, September 27, 2025, 9:00-10:30am				
Strategizing in a Dynamic Public Sector	Ryan Friars - Mt A, Mohammad Naghavi, Mt A, Moe			
Environment: A Strategy-as-Practice	Hashemi - Mt A			
Examination of a Canadian Economic				
Development Agency				
L'intelligence artificielle et la régulation	Gilles Marcoux - U de M, Alidou Ouedraogo - U de M			
interne des enterprises: Une comparison				
Canada-France				
Surviving the Incursion of Multinationals:	Arron M. Fraser - MSVU			
Strategic Responses of SMEs in an Emerging				
Economy				
Orpaillage illégal et gestion durable des	Alidou Ouedraogo - U de M, Gilles Marcoux - U de M			
resources minières en afrique de l'ouest : une				
analyse basée sur la théorie de la gouvernance				
des biens communs				

Track: Cases and Cases in Process			
Location: SCHW 290			
Chair: Daniel Doiron			
Saturday, September 27, 2025, 9:00-10:30am			
Moncton City Council and the Menorah	Robert MacDonald - Crandall, Amy Lean MacArthur -		
Decision	Crandall, Ben Wilson - Crandall		
Sun Day Red	Gordon Fullerton - SMU		
Fredericton Christian Academy	Robert MacDonald - Crandall, Deney Taylor -		
	Crandall, Stephanie MacDonald - Crandall		



Track: Ethics & Social Issues Location: SCHW 289 Chair: Brad Long Saturday, September 27, 2025, 9:00-10:30am	
Who Gets Left Behind? Climate Responsibility and the Uneven Ethics of Emergency Response  Not Left Behind for Sure: Towards Sustainable Holistic Inclusion of the Marginalized Through	Kate Kish - CBU, Mary Beth Doucette - CBU  Priti Thapa (Student) - MUN
Work Integrated Social Enterprises (WISE)  Ethical Capital and Large Language Model (LLM)  Use: Exploring Cybersecurity Behaviour in  Organizations	Adebimpe Ayeni (PhD Student) - DAL, Binod Sundararajan - DAL

Track: Entrepreneurship				
Location: SCHW 152				
Chair: Mary Oxner				
Saturday, September 27, 2025, 9:00-10:30am				
Sustainable Food Entrepreneurship in Canada: Circular Innovation and Inclusive Growth in the Culinary Entrepreneurship Ecosystem	Nada Rabie - UNB and Khalifa University			
Development of a Regional Venture Capital Firm in Prince Edward Island	Reuben Domike - UPEI, Katie Arsenault - Island Capital Partners			
Returnee Entrepreneurship: Navigating Returnee Liabilities for Forced and Voluntary Returnees in Ethiopia	Toli Amare (PhD Student) - McMaster			
Digital Voices of Canadian Female Entrepreneurs: A Natural Language Processing Analysis of LinkedIn Posts through the Lens of Entrepreneurship Ecosystem Model	Maya Giorbelidze - CBU, Enayat Rajabi - CBU, Feng Wang (Student) - CBU			

Track: Management Education			
Location: SCHW 156			
Chair: Susan Graham			
Saturday, September 27, 2025, 9:00-10:30am			
Higher Education and Political Pressure: Historical	Terrence Weatherbee - Acadia, Donna Sears - Acadia		
Parallels Between the Cold War, Trumpism, and			
Houstonian Nova Scotia			
Committee to Death: A Dystopian Chronicle of	Nicholous M Deal, MSVU, Maria Matthews - MSVU		
Academic Service Work			
Late Bloomers in the Academic Arena: Reflections	Helle C. Haven Petersen - MSVU, Maria Matthews -		
on Navigating Motherhood, PhD Studies and Early	MSVU		
Career Academic - A Tenure Trek Like No Other!			



#### Saturday, September 27, 2025, 11:00-12:30pm

professional judges

Track: Student Case Competition - Presentations		
Location: SCHW 205		
Chair: Rueben Domike		
Saturday, September 27, 2025, 11:00-12:30PM		
Teams from Atlantic Canadian Universities compete showcasing their case analysis and presentation skills to a group of industry	Sponsored by	Open Doane Grant Thornton

Track: Business & Organization History			
Location: SCHW 215			
Chair: Terrance Weatherbee			
Saturday, September 27, 2025, 11:00-12:30PM			
Does Governance Matter in Dealing with Global	Matthias Kipping - York University, Keshav Krishnamurty -		
Shocks in a "New" Industry? A Natural Experiment	Acadia		
Among India's IT Outsourcing and Consulting Firms			
From Telegraphs to Telephones: Tracing the Socio-	David Foord - Acadia, Daniel Rosenbloom - Carleton,		
Technical Transition in Canadian	Cameron Roberts - Carleton		
Telecommunications From 1846-1980			
Living Ontological Politics at the Nova Scotia	Gabrielle Durepos - MSVU		
Museum of Industry'			

Track: Marketing	
Location: SCHW 290	
Chair: Suzanne Rath	
Saturday, September 27, 2025, 11:00-12:30PM	
Marketing the Body Intimate: Taboo, Stigma,	Terrance Weatherbee - Acadia, Donna Sears - Acadia
Discourse, and the Dimensionality of Embarrassing	
Products	
Consumer Impression of Media Production	Mikaela O'Regan - DAL, Mohammed El Hazzouri - Dal,
	Justin F. McManus - DAL
A Meta-Analytical Assessment of the Big Five	Omar H. Fares - UNB, Jenna Jacobson - Toronto
Personality Traits and Technology Acceptance	Metropolitan University
Cross Cultural Study on Environmental Knowledge,	Golam M.M Aurup - CBU
Attitudes, and Behaviour of International and Local	
Resident Students in Canada	



Track: Gender and Diversity Location: SCHW 289 Chair: Chiedza Chigumba	
Saturday, September 27, 2025, 11:00-12:30PM Empowering Women and Girls	Kristin S. Williams - Acadia, Nina Winham - Langara College
A Feminist Critical Discourse Analysis of Personal Finance: A Historical Examination of Popular Press.	J. Scott Grant (PhD Student) - SMU
Toward Climate Change Resiliency for Women in the Informal Economy	Brad Long - STFX, Yogesh Ghore - STFX, Sydney Anthony (Student) - STFX, Emma Jewkes (Student) - STFX

Track: Indigenous Business, Economics & Reconciliation	
Location: SCHW 152	
Chair: Mary Beth Doucette	
Saturday, September 27, 2025, 11:00-12:30PM	
Whose Knowledge Counts?: Reconciling How Indigenous Knowledge is Valued in the Western World	Crystal Dorey (PhD Student) - MSVU
A Review of Indigenous Women's	Braelyn Spencer (Student) - STFX, Katelynn Carter-
Experiences in Business Education	Rogers - STFX
Strength through Supportive Ecosystems: Uncovering Indigenous Business Success Factors	Ruben Burga - University of Guelph, Tasha Brooks - Royal Roads University

Track: Organizational Behaviour/Industrial Relations/Human Resources	
Location: SCHW 156	
Chair: Diljot Soin	
Saturday, September 27, 2025, 11:00-12:30pm	
Effect of Employer Branding Orientation on Talent Development Approaches and Recruitment and Retention of Employees	Iryna Kalynychenko - UPEI, James Chowhan - York, Gordon Cooke - MUN, Sara Mann - UGuelph
Employment Support for Immigrants with Disabilities in Nova Scotia: An Exploratory Study	Firat K. Sayin - SMU, Tammy Bernasky - CBU, Daniel Keays (PhD Student) - SMU
Rehabilitated but Rejected: The Labour Market Cost of a Criminal Record	Katherine Wilson (Student) - STFX, Katelynn Carter- Rogers - STFX, Courtney McKay (PhD Student) - SMU



#### ASB 2025: Saturday, September 27, 2025 2:00-3:30pm

A36 2023. 3aturuay, 3eptember 27, 2023 2.00-3.30pm		
Track: Student Case Competition - Presentations		
LocationL SCHW 205	LocationL SCHW 205	
Chair: Rueben Domike	Chair: Rueben Domike	
Saturday, September 27, 2025, 2:00-3:30pm		
Teams from Atlantic Canadian Universities	Sponsored by	Doore
compete showcasing their case analysis and		Open Doane Grant Thornton
presentation skills to a group of industry		Grant mornton
professional judges		

Track: Business and Organization History Location: SCHW 215 Chair: Terrence Weatherbee Saturday, September 27, 2025, 2:00-3:30pm Reflexive Histories: Tracing the Halifax Nicholous M. Deal - MSVU, Albert J. Mills - SMU, Jean School, the Historic Turn, and the Legacy of Helms Mills - SMU Management and Organizational History Playing the Market: Monopoly, History, and Terrence Weatherbee - Acadia, Donna Sears - Acadia the Rhetorics of Play Futures Discussion: Emergence of New Terrence Weatherbee - Acadia Forms of Organization and the Implications for Business Historiography

Track: Open	
Location: SCHW 290	
Chair: Melanie McCaig	
Saturday, September 27, 2025, 2:00-3:30pm	
Exploring Inclusivity for Youth at Work	Kristin Williams - Acadia, Becca Mian - Acadia
Validating ICD-10 Algorithms for Identifying	Guosong Wu - CBU, Jie Pan - University of Calgary,
Patient Safety Indicators	Danielle A. Southern - University of Calgary, Cheligeer
	Cheligeer - Alberta Health Services, Yuan Xu -
	University of Calgary, Cathy A. Eastwood - University
	of Calgary, Hude Quan - University of Calgary
Public Funding on Canadian Charities: A	Alan Chan - Crandall, Donald Moore - Crandall, David
Study Examining Pro-Life and Pro-Choice	Murrell - UNB
Groups	



Track: Marketing and Communications	
Location: SCHW 289	
Chair: Suzanne Rath	
Saturday, September 27, 2025, 2:00-3:30pm	
Passive Observers and Their Effects on Engagement in Live-Streaming Platforms: A literature Review	Hadi Eslami - SMU, Rebbeca Hill - SMU
Tim Hortons, Technology, and The Death of Authenticity	Donna Sears - Acadia, Terrence Weatherbee - Acadia
Corporate Communications Strategy During Collective Bargaining - An Al Based Assessment	Adebimpe Ayeni - DAL, Binod Sundararajan - DAL
Why Do Some People's Consumer Preferences Matter More than Others?	Justin F. McManus - Dal, Alexandria L. West - Dal, Sergio W. Carvalho - Dal, Gavan J. Fitzsimons - Duke

Track: Indigenous Business, Economics and Reco	nciliation
Location: SCHW 152	
Chair: Mary Beth Doucette	
Saturday, September 27, 2025, 2:00-3:30pm	
Indigenous Financial Sovereignty in Canada: A Scoping Review of Gaps, Barriers, and the Promise of Development Finance	Tiffany McDougall-Sack (EDBA Student) - SMU
Merit on Our Own Terms: Mi'kmaq Women Navigating and Transforming Colonial Workplaces	Cassidy Khattar (Student) - STFX, Katelynn Carter-Rogers - STFX
Indigenous Institutional Entrepreneurship: Making Space in Business Schools	Mick Elliott-Keewatin (PhD Student) - University of Calgary
Learning to Unlearn: A Faculty Intervention for Reconciliation in Business Schools	Rachel McGeer (Student) - SMU, Andrea Cea Alvarado (Student) - STFX, Katelynn Carter-Rogers - STFX

Track: Ethics and Social Issues Location: SCHW 156 Chair: Brad Long	
Saturday, September 27, 2025, 2:00-3:30pm  Effective Evaluation or Ineffective Assent?  How SDG Stamping Undermines Effective  Evaluation of Environmental CSR Efforts and  Board Diversity in the Mining industry	Courtney McKay (PhD Student) - SMU, Steven Smith - SMU, Vurain Tabvuma - SMU Katelynn Carter-Rogers - STFX
The Role of Sensemaking in the Adoption of On-Farm Environmental Sustainability Farming Practices	Anne Grant Bennett - DAL, Christopher Hartt - DAL



#### ASB 2025: Saturday, September 27, 2025 4:00-5:30pm

Track: Case Publishing Workshop

Location: SCHW 205 Chair: Daniel Doiron

Saturday, September 27, 2025, 4:00-5:30pm

This interactive workshop introduces the essentials of effective case writing.

Participants will explore what makes a great case, including clarity of purpose, decision focus, and classroom relevance. The session will review different types of cases and their applications, followed by a practical overview of a standard case outline. Special attention will be given to the opening paragraph, the most critical element in engaging readers and setting up the decision problem. Through a guided checklist and hands-on exercise, participants will practice crafting compelling openings that draw students in and establish context. By the end of the workshop, attendees will leave with practical tools and strategies to strengthen their own case writing.

Sponsored by Ivey Publishing

Presenter: Violetta Gallagher



Track: Book Launch Location: SCHW 215 Chair: Gabrielle Durepos Saturday, September 27, 2025, 4:00-5:30pm Elgar Encyclopedia on Gender in Jean Helms Mills - SMU, Albert Mills - SMU, Kristin S Management Williams - Acadia, Regine Bendl - Vienna University of **Economics and Business** Management Education in Canada: Historical Kristin S Williams - Acadia, Albert Mills - SMU., Heidi Reflections Weigand - Dal Archival Research in Historical Organisation Gabrielle Durepos - MSVU, Amy Thurlow - MSVU Studies: Theorising silences



Track: Management Education	
Location: SCHW 290	
Chair: Susan Graham	
Saturday, September 27, 2025, 4:00-5:30pm	
Experimenting with AI-Generated Feedback in a	Susan C. Graham - UPEI, Reuben Domike - UPEI
Marketing Cases Course: Early Insights from a	
Classroom Pilot	
Should or Should Not? The Professoriate and	Terrence Weatherbee - Acadia, Donna Sears - Acadia
Use of Al	
Are the Government's Voctional Training	Abede Mack - STFX
Programs Contributing to Economic and Social	
Development? Perspectives from Former	
Students	
Enhancement and outcome Evaluation of	Tanya Bilsbury (PhD Student) - SMU, Steven Smith - SMU
Career Development Education Intervention	
for Student Success	

Track: Finance	
Location: SCHW 289	
Chair: Arron Fraser and Mohammad Siddiquee	
Saturday, September 27, 2025, 4:00-5:30pm	
The Management of Outreach and Poverty	
Reduction in Microfinance Institutions in South	Lutfun Nahar - Istanbul University
Asia	
Effect of Foreign Direct Investment, Foreign	Afua Asante - UNB, Joseph Abekah - UNB, Dinesh Gajurel -
Direct Assistance, and Remittances on Economic	UNB
Growth in Ghana	
Rethinking Investment Risk	Mohammad Siddiquee - MSVU

Track: Organizational Behaviour/Industrial Relations/Human Resources	
Location: SCHW 152	
Chair: Diljot Soin	
Saturday, September 27, 2025, 4:00-5:30pm	
Hybrid Work and Employee Self-Determination:	Hannah E. Bertrand (Student) - UPEI, Laura V. Young
An Exploration of Psychological Need	(Student) - UPEI, Scott Cassidy - UPEI
Satisfaction and Frustration among Atlantic	
Canadian Healthcare Workers	
The Impact of Emotional Intelligence and Stress	Osedebame Ehi-Omoike (Student) - DAL, Binod
Management on Leaders' Capabilities and	Sundararajan - DAL
Success	
AI & HR: Professional and Ethical Stance	Diljot Kaur Soin - U Canada West



Track: Gender & Diversity	
Location: SCHW 156	
Chair: Chiedza Chigumba	
Saturday, September 27, 2025, 4:00-5:30pm	
Institutional Forces and Disability: How External	Daniel Keys (PhD Student) - SMU
Pressures Shape Workplace Accommodation	
within Organizations	
L'Imact du Genre de L'Entrepeneru et de Son	Yves Robichaud - Universite Laurentienne, Egbert McGraw
Emplacement Geogrphiique sur les	- U de Moncton
Determinants de la Performance	
TMI? Exploring the Experiences and	Claire Bradley (Student) - STFX, Katelynn Carter-Rogers -
Implications of ADHD Disclosure in the	STFX
Workplace	



#### ASB 2025: Sunday, September 28, 2025 9:00-10:30am

Track: Indigenous Business, Economics & Reconciliation

Location: SCHW 205 Chair: Mary Beth Doucette

Sunday, September 28, 2025, 9:00-10:30am

Symposium: Discission of How to Restore a River: Reconciling with Industry in a Time of Environmental and Political Crisis. This symposium discusses the film "Nechako: It Will be a Big River Again." The director and writer of "Nechako" will discuss the making of the film over five years, how industrial activities over the last 70 years impacted the lands and waters of First Nations in the north interior of British Columbia, and how they have sought to restore a key waterway in their territories. Key to this story is the resilience and determination of the

nations to pursue stewardship over their lands and waters and engage with industry

in spite of devastation and harm

Panelists: Lyana Patrick - Simon Fraser University, Mary

Beth Doucette - CBU

Track: Open

Location: SCHW 215 Chair: Mary Oxner

Sunday, September 28, 2025, 9:00-10:30am

Workshop: Getting Started with Meta-Anaysis in Management Research

Facilitator: Omar H. Fares - UNB

Track: Accounting

Location: SCHW 290

Chair: Luke Phelps and Ryan Stack

Sunday, September 28, 2025, 9:00-10:30am

Balancing the Books and Building Careers:
Perceptions of the CPA Profession

Jennifer Alex (PhD Student) - STFX, Jane Fraser (PhD

Student) - STFX

Indigenous Youth and Financial Literacy: Challenges and Strategies

Claire Shea (Student) - STFX

Top-Level Trials: Women's Challenges at the Top In Public Accounting Firms

Rhonda McIver (PhD Student) - STFX, Jennifer Alex (PhD Student) - STFX

Too Smart to be Scammed? The Impact of Overconfidence in Financial and Digital

Literacy on Phishing Scam Detection.

Ace MacDonald (Student) - STFX, Katelynn Carter-

Rogers, STFX



Track: Business and Organization History

Location: SCHW 289

Chair: Terrence Weatherbee

Sunday, September 28, 2025, 9:00-10:30am

Workshop Panel: Critical Biography In advance of the 2026 publication of the Critical Biography Issue of the Journal of Management History, we have assembled a panel to preview the purpose and contents of this issue. We believe that management history is brought to life by studies of thinkers, practitioners, and workers on all levels of organizations. These studies illuminate the values, roles, identities, context, and contributions of individuals and reveal their guiding assumptions about hierarchy and collaboration. These biographies assembled constitute competing narratives of elite formation and humanist, participatory experimentation.

Panelists
Nicholous M. Deal - MSVU, David Jacobs University of
Southern California, Keshav Krisnamurty - Acadia, Kristin

Williams - Acadia

Track: Management & Information Systems

Location: SCHW 152 Chair: Enayat Rajabi

Sunday, September 28, 2025, 9:00-10:30am

Workshop: International Workshop on Digital Transformation, Management Innovation & Sustainability The workshop brings together diverse research on smart and sustainable cities, ranging from integrated urban foundation models to robotics for waste management. Case studies include assessments of Moncton, Fredericton, Halifax, and Brazilian capitals through various global sustainability frameworks. Broader discussions also address ESG and total cost of ownership (TCO) in sustainable supply chains, highlighting the interconnectedness of technology, governance, and community development.

Panelists: Sergio Ribeiro - Crandall, Halima Suleiman - Crandall, Ruhhi Midha - Crandall, Sumana Podder - Crandall, Thiago Spiri-Ferreira - State University of Londrina, Rodrigo Lobo - Montana State Billings University



Track: Open Location: SCHW 156 Chair: Melanie McCaig Sunday, September 28, 2025, 9:00-10:30am	
Disconnected Fields: Understanding the Barriers to IoT Adoption Among Canadian Horticulture Farmers	Mackenzie Frank (Student) - STFX, Melanie McCaig - STFX
Farmers, Teach and Wellness Navigating a Digital Era	Samantha Benoit (Student) - STFX, Melanie McCaig - STFX
Research as Leisure: Critical Autoethnographic Reflections on Wine Tourism	Donna Sears - Acadia, Terrance Weatherbee - Acadia



#### ASB 2025: Sunday, September 28, 2025 11:00-12:30pm

Track: Marketing	
Location: SCHW 205	
Chair: Suzanne Rath	
Sunday, September 28, 2025, 11:00-12:30pm	
Buying Canadian? National Identity,	Bobbi Morrison - STFX, Todd Boyle - STFX, Lauren
Patriotism, and Ethnocentrism in Gen Z's	Hiltz (Student) - STFX
Purchase and Boycott Intentions	
Colourism and Self-Perception: How South	Zarin Tassnim - Dal, Thomas K.B Koo - Dal, Valerie
Asians See Themselves in North American	Trifts - Dal
Advertising	
Sports Sponsorship and Firm Stock Return:	Haoze Chen - STFX
The Role of Technology Capability	

Track: Management Education	
Location: SCHW 215	
Chair: Susan Graham	
Sunday, September 28, 2025, 11:00-12:30pm	
Workshop: Whose Management? Exploring	Facilitators: Nicholous M Deal - MSVU, Mary Beth
the Construction of Canadian Management	Doucette - CBU
Thought	

Track: Tourism & Hospitality	
Location: SCHW 290	
Chair: Maria Matthews	
Sunday, September 28, 2025, 11:00-12:30pm	
From Projection to Reception: Toward A	Terrence Weatherbee - Acadia, Donna Sears - Acadia,
Demand-Side Ontology And Epistemology of	
Business Models in Wine Tourism	
More Than Just Tips: Exploring Food Servers	Helle C.Haven Peterson - MSVU, Maria Matthews -
Lived Experiences and Perceptions of Bias and	Acadia
Prejudice in Halifax's Hospitality Sector	

Track: Open	
Location: SCHW 289	
Chair: Melanie McCaig	
Sunday, September 28, 2025, 11:00-12:30pm	
Creating Transparency in Markets with Quality	Iman Nosoohi - MUN, Jenny Chen - DAL
Differentiation	
What Are the Mechanisms That Support	Christopher McCaig (PhD Student)- University of
Healthcare Professionals to Adopt Artificial	Guelph, Davar Rezania - University of Guelph Daniel
Intelligence Into Practice? A Rapid Realist	Gillis - University of Guelph
Review	
Bottleneck Coarse Tolling under the Existence	Da Xu - CBU, Xiaolei Guo - University of Windsor,
of Overtaking Behaviour	Kevin W. Li - University of Windsor, Guoqing Zhang -
	University of Windsor



Track: Cases and Cases In Process	
Location: SCHW 152	
Chair: Daniel Doiron	
Sunday, September 28, 2025, 11:00-12:30pm	
Bell Island Community Cooperative: Planning	Brad Long - STFX, Fiona Duguid - SMU, Daphne Rixon -
for the Next 40 Years	SMU
The Bambuda Lodges	Stephen Litz - STFX, Mark Fuller - STFX
Burning Bright: Weighing Opportunities for C	Jennifer Alex (PhD Student) - STFX, Rhonda McIver
'Est La Vie Candle Company	(PhD Student)- STFX

Track: Finance	
Location: SCHW 156	
Chair: Arron Fraser and Mohammad Siddiquee	
Sunday, September 28, 2025, 11:00-12:30pm	
Credit Default Swaps and Corporate Social	Chunrong Wang - MtA, Thomas Walker - Concordia,
Responsibility	Harjeet S. Bhabra - SMU
The Environmental, Social, and Financial	Lutfun Nahar - Istanbul University, Adem Esen -
Performance of Micro-Finance Institutions:	Istanbul University, M. Kabir Hassan - University of
The Moderating Role of Board Gender	New Orleans, Salina Kassim - International Islamic
Diversity and Board Orientation	University Malaysia
Green Finance and Sustainable Development:	Amar Anwar - CBU, Colin F. Mang - McMaster
A Meta-Regression Analysis of Economic,	
Environmental, and Social Outcomes	
Does Labor Market Flow Help or Hurt Firm	Douglas Cumming - Atlantic University, Jin Lei -
Innovation? Evidence from OECD Countries	Brock University, My Nguyen - RMIT University, Yen
	Ngoc Nguyen - STFX, Yan Wang - Brock University



#### **ASB 2025: Track Chairs**

Track Name

Accounting Luke Phelps and Ryan Stack

Book Launch Gabrielle Durepos
Business & Organization History Terrance Weatherbee

Cases & Cases-in-Progress Daniel Doiron
Communication Karen Grandy

Entrepreneurship Tasha Richard and Mary Oxner

Ethics & Social Issues Brad Long

Finance Arron Fraser and Mohammad Siddiquee

Gender & Diversity Chiedza Chigumba Human Resources/Industrial Relations Scott Cassidy

Indigenous Business, Economics, and Reconciliation Mary Beth Doucette

Management & Information Systems Enayat Rajabi

Management EducationSusan GrahamMarketingSuzanne RathOpenMelanie McCaigOrganizational BehaviourScott Cassidy

Strategy Mark Fuller (English) and Alidou Ouedraogo (French)

Tourism & Hospitality Maria Matthews

#### **ASB 2025: Reviewers**

Thank You to Our Many Dedicated Peer Reviewers!

Jennifer Alex Daniel Keays Rob Moir

**Denton Anthony** Peter Kerr Geneviève Morin Amar Anwar Kate Kish **Bobbi Morrison** René Arseneault **Zac Konings** Robert Murray Golam M. Aurup Sam Kolahgar Anne Neal Adebimpe Ayeni **Keshav Krishnamurty** Iman Nosoohi Mary Oxner Azadeh Babagadheri **Opal Leung** Bhavik Parikh **Katelynn Carter-Rogers** Stefan Litz Alan Chan Jeff Loli Helle Petersen Haoze Chen **Brad Long** Sumana Podder Nicholas Deal Abede Mack **Carol Pomare Dann Downes Neil Maltby Shelley Price** Hadi Eslami David Marshall Shilpa Rajan **Omar H Fares** Maria Matthews Ellen Schaffner David Foord **Donna Sears David Mattie** 

Arron Fraser Melanie McCaig Diljot Soin Christopher McCaig Binod Sundararajan Jane Fraser Gordon Fullerton Tiffany McDougall-Sack Terrence Weatherbee Kristin S. Williams Iryna Kalynychenko **Egbert McGraw** Karen Grandy Rhonda McIver **Brent White** J. Scott Grant Courtney McKay Guosong Wu

Jordyn Hrenyk Justin McManus Da Xu

David Jacobs Robert McNutt Ashraf Zaman



#### ASB 2025: Saturday Luncheon Speaker - François Bastien

François Bastien (he/him) is an Associate Professor; Associate Dean, Indigenous; Academic Director, MBA in Advancing Reconciliation, University of Victoria

François Bastien's story begins in Wendake. He is a member of the Huron-Wendat First Nation. He and his family now reside on the traditional lands of the WSÁNEĆ Peoples and are grateful for the opportunity to live and learn from those who have stewarded and protected the lands on which they now reside since time immemorial. He has worked for, lived in, played and developed relationships with many Indigenous Peoples and communities which have all contributed to his learning journey. While doing so, he has observed various incongruities between Indigenous ways of organizing and contemporary colonial models. Throughout his academic work in various Western post-secondary institutions, he has also noticed a shared struggle to decolonize and Indigenize. Reconciliation for him means embarking on a mutually beneficial co-constructed journey of transformation and



collaboration between Western and Indigenous worldviews; a road that is built and shared as opposed to being static and owned.

#### ASB 2025: Conference Live Illustrator - Addy Stickland

Addy Strickland (she/her) is an artist, writer, and facilitator based in Antigonish, Nova Scotia. Addy graduated from StFX with a degree in development studies in 2021, and has worked at the intersections of youth engagement, community development, and art since. She is the owner of Illustrations by Addy, a small business offering live illustration services for conferences and events alongside more traditional studio-based work, and loves being able to bring art and whimsy into facilitated spaces. https://www.addystrickland.com/



#### ASB 2025: Saturday Awards Dinner 6:30pm Saturday, September 27th

#### Awards:

- Best Paper Award
- Best Student Paper Award
- University with the Highest Number of Paper Submissions
- University with Highest Ratio of Submissions to # of Faculty
- University with the Highest Number of Conference Attendees
- Gift Basket Draw: "Antigonish Basket"



#### ASB 2025: All Conference Workshop – Meet the Editors

#### Dr. Roy Suddaby <a href="https://www.uvic.ca/gustavson/faculty-and-research/faculty/profiles/suddaby-roy.php">https://www.uvic.ca/gustavson/faculty-and-research/faculty/profiles/suddaby-roy.php</a>

Roy Suddaby is the Francis G. Winspear Chair of Management at the Peter B. Gustavson School of Business, University of Victoria. He also is a visiting professor of entrepreneurship at the Carson College of Business, Washington State University and professor of organizational theory at Liverpool University Management School, UK. He is also an adjunct professor at IAE Business School, Argentina, and distinguished visiting professor at the Haskayne School of Business, University of Calgary and at the Telfer School of Business, University of Ottawa.

Professor Suddaby is an internationally regarded scholar of organizational theory and institutional change. His work has contributed to our understanding of the critical role of symbolic resources—legitimacy, authenticity, identity and history—in improving an organization's competitive position. His current research examines the changing social and symbolic role of the modern corporation and the intersection of craft and science in innovation.

Roy is currently an Associate Editor at Academy of Management Perspectives and an Associate Editor, theory, at Human Resources Management Journal. Roy is a past editor of the Academy of Management Review and is or has been an editorial board member of the Academy of Management Journal, Administrative Science Quarterly, Organization Studies, Journal of Management Studies, Organization Theory, and the Journal of Business Venturing. Roy is a Director of the Quest Health Institute based in Winnipeg, Manitoba.

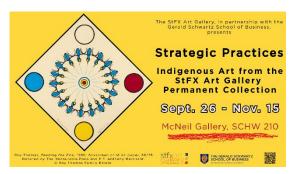
#### Dr. Bill Foster <a href="https://www.indigenousmanagement.org/author/william-foster">https://www.indigenousmanagement.org/author/william-foster</a>

Bill Foster is a Professor of Management at the University of Alberta. His primary research interests include rhetorical history, collective memory and decolonizing the business school. He has been published in journals such as Academy of Management Journal, Journal of Management, Strategic Management Journal, Academy of Management Annals, and Organization Studies. He is the former Editor-in-Chief of Academy of Management Learning and Education and serves on the Editorial Review Boards of Organization Studies, Academy of Management Review, Journal of Management Studies, Human Relations and Business History. He is also a council member for the Society for the Advancement of Management Studies (SAMS).

#### ASB 2025: McNeil Gallery Indigenous Art Exhibit

Strategic Practices: Indigenous Art from the StFX Art Gallery Collection McNeil Gallery, Schwartz School of Business, room 210 Sept. 26 – Nov. 15, 2025

The StFX Art Gallery, in partnership with the Schwartz School of Business, is pleased to present this exhibition featuring artworks in a wide range of media, created by Indigenous artists from across the land now known as Canada. Together, these works affirm the collection's role as part of a living continuum—always present, always evolving—with artistic creativity and professional practice at its core. *Strategic Practices* celebrates Indigenous art practices as they have been since time immemorial: dynamic, innovative, enduring, and forward-looking.



#### **Hours During Conference**

Fri. Sept. 26 1:00pm-6:00 pm Sun. Sept. 28 9:00am -2:00pm Sat. Sept. 27 10:00am-6:00pm Tues. Sept. 30 12:00 -7:00 pm



#### ASB 2025: Premiere - "Nechako: It Will be a Big River Again" with Lyana Patrick

Nechako is a crucial documentary that follows two Indigenous Nations fighting for our collective future. When the Kenney Dam was built in the 1950s, the Nechako River was forever changed. The Stellat'en and Saik'uz Nations embarked on a groundbreaking legal proceeding against the Canadian government and Rio Tinto Alcan that lasted over a decade—a battle that continues today. Following community members living day to day on the river while they take on powerful institutions, Nechako is an urgent call to action to restore a river and a way of life. https://www.nechakoriver.ca/

Lyana Patrick is an award-winning, Vancouver-based director, writer and researcher from the Stellat'en First Nation. Committed to elevating Indigenous stories, she studied film at the Native Voices Program, University of Washington. Her acclaimed short films *A Place to Belong* and *The Train Station* have been showcased at prestigious festivals like Hot Docs, DOC NYC and the Vancouver International Film Festival, earning her recognition for her powerful, community-centred storytelling.

Join Lyana Patrick and Facilitator, Mary Beth Doucette, for a Symposium at 9:00am on Sunday September 28, 2025. The symposium features a "Discission of How to Restore a River: Reconciling with Industry in a Time of Environmental and Political Crisis". This symposium discusses the film "Nechako: It Will be a Big River Again." The director and writer of "Nechako" will discuss the making of the film over five years, how industrial activities over the last 70 years impacted the lands and waters of First Nations in the north interior of British Columbia, and how they have sought to restore a key waterway in their territories. Key to this story is the resilience and determination of the nations to pursue stewardship over their lands and waters and engage with industry in spite of devastation and harm perpetrated over many decades.

Movie shown with Permission from: National Film Board of Canada <a href="https://www.nfb.ca/">https://www.nfb.ca/</a>





**ASB 2025: Platinum Conference Sponsors** 



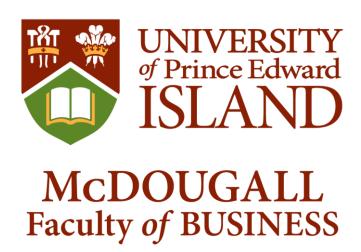
**Saturday Luncheon** 





Saturday Afternoon Nutrition Break

## FACULTY OF BUSINESS ADMINISTRATION







## Shannon School of Business

**Luminary (Indigenous Works) Travel** 



Business Administration and Tourism and Hospitality Management



**Friday Afternoon Nutrition Break** 







**Saturday Morning Nutrition Break** 





### Business Saint John

**Saturday Morning Nutrition Break** 



# Sobey School of Business

Saint Mary's University

**Welcome Reception** 





## FACULTY OF MANAGEMENT

**Sunday Morning Nutrition Break** 



**ASB 2025: Silver Conference Sponsors** 



**Book Launch** 



Faculté d'administration



**ASB 2025: Bronze Conference Sponsor** 

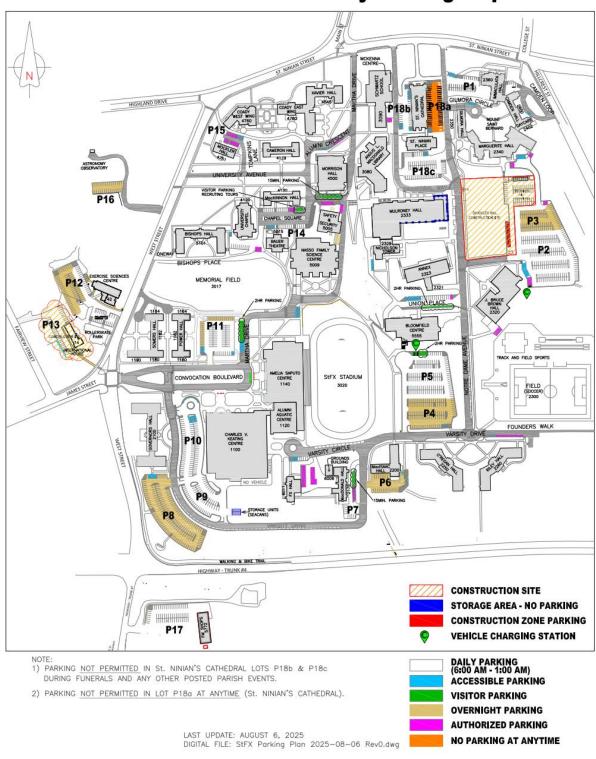




#### **ASB 2025: Parking on Campus**

Parking on campus on Friday until 6:00pm requires a Parking Pass. Parking after 6:00pm on Friday and all Weekend is free. For parking on Friday, you will receive a parking pass at registration to place on your car's dash.

#### St. Francis Xavier University Parking Map





#### **ASB 2025: Explore Antigonish**

Antigonish Farmers' Market  ANTIGONISH	The Antigonish Farmers Market is a non-profit organization representing our community since 1993. We proudly hold 50+ vendors every week – yearround. We are open from 8:30 AM – 1:00 PM every Saturday! <a href="https://www.antigonishfarmersmarket.ca/">https://www.antigonishfarmersmarket.ca/</a>
STFX Alumni Aquatic Centre  St. Francis Xavier  University	The Alumni Aquatic Centre is a 25-metre, six-lane swimming pool, located in the Amelia Saputo Centre at StFX. The facility is open to both the StFX and Antigonish community members. We offer a variety of <a href="Membership &amp; Drop-In">Membership &amp; Drop-In</a> options to meet your aquatic needs. <a href="https://www.stfx.ca/student-services/recreation-active-living/alumni-aquatic-centre">https://www.stfx.ca/student-services/recreation-active-living/alumni-aquatic-centre</a>
PECE BY CHOCOL TE A SYRIAN FAMILY TRADITION	If you are in the Antigonish area, be sure to visit our retail shop, located at 344 Main Street! Store Hours 7 days per week Winter Hours: 10:00 AM - 5:00 PM https://peacebychocolate.ca/pages/our-storefront
Candid Brewery	We're Candid—a small, family-run brewery in Antigonish, Nova Scotia with big dreams and even bigger heart. Every batch is brewed by Bryan, a pro with international training and serious chops from larger breweries. No hobby setups here. Rooted in small-town charm, we believe in celebrating everyday moments—the ones that turn into stories. Whether you're grabbing cans for a chill night in or hitting up our taproom for something lively, you're part of something special. Our core lineup includes a crisp light lager, a smooth rice lager, two bold IPAs (northeast & northwest), a juicy patio sipper, and a rich red ale—plus rotating seasonals for the curious. <a href="https://candidbrewing.ca/">https://candidbrewing.ca/</a>
The Townhouse	The Townhouse is a proper "local," a community supported restaurant, and a place to enjoy the renaissance of handmade cocktails, craft beer and local food. <a href="https://antigonishtownhouse.com/">https://antigonishtownhouse.com/</a>



#### STFX Athletics' Sep 28 3:30 PM ADT Men's Soccer St. Francis Xavier Moncton 図 vs StFX **Oak Manor Brewery** Oak Manor Located at 271 Main Street in Antigonish, Nova Scotia Officially opening in July 2021, Oak Manor Beer Store & Tap Room is a warm, cozy space with seating for 83 featuring a Rooftop Patio in the summer months. https://burnsidebrewing.com/pages/oak-manor **GoodLife Fitness** 26 College Street Antigonish, NS B2G 1X4 GoodLife FITNESS (902) 735-8348 Antigonish@goodlifefitness.com Fairmont Walking Trail Fairmont Ridge Hiking Trails www.trails.gov.ns.ca 4.1/5 (129 Alltrails reviews) · Hiking area in Antigonish Highway 104, Antigonish B2G 2L2 · 9.8 km **Antigonish Heritage Museum** The Antigonish Heritage Museum is a cultural hub of Antigonish Town and County. Established in 1991, it has long been the site of engaging and interesting exhibits and popular community events. Open yearround, our calendar of events includes cultural events, public lectures, book launches, exhibit openings, and much more. https://antigonishheritage.ca/ **STFX Varsity Athletics** 1:00 PM ADT Sep 28 Women's Soccer St. Francis Xavier Moncton 図 vs StFX Stroll the Main St. If you're looking for a list of shops, services and tourist amenities available in Antigonish, check out the Antigonish Visitor Information Centre. Our local Visitor Information Centre is here to help you plan your stay in Antigonish. **Cameron's Jewellery Store** Cameron's Jewellery Ltd. was established in 1922. Working with the class of 1942, Cameron's Jewellery designed the original X-Ring, a gold ring featuring a black enamel X within a raised gold square, with the CAMERONS JEWELLERY HOME OF THE ORIGINAL X-RING date of graduation flanking the X on its shoulders.