

DIONNE POHLER

341 ILR Research Building
 140 Garden Avenue
 Cornell University ILR School
 Ithaca, NY 14853
dp472@cornell.edu
www.dionnepohler.com

ACADEMIC DEGREES

PhD	University of Alberta School of Business, Human Resources & Industrial Relations, 2010
BCOMM	Dalhousie University Faculty of Management, 2004

CURRENT ACADEMIC APPOINTMENTS

Cornell University, ILR School, Department of Global Labor and Work

David and Alexandra Lipsky Professor of Dispute Resolution and Labor Relations, July 1, 2025 – present
 Scheinman Institute on Conflict Resolution, Associate Director, July 1, 2025 – present

University of Toronto, Centre for Industrial Relations and Human Resources

Status Faculty Appointment, July 1, 2022 – present

University of Saskatchewan

Fellow in Co-operative Strategy and Governance, Canadian Centre for the Study of Co-operatives, 2013 – present
 Adjunct Faculty, Johnson Shoyama Graduate School of Public Policy, 2016-present

PRIOR ACADEMIC APPOINTMENTS

University of Saskatchewan Edwards School of Business, Department of Human Resources and Organizational Behaviour

Co-operative Retailing System Chair in Co-operative Governance, July 1, 2021 – June 2025
 Department Head, Human Resources and Organizational Behaviour, July 1, 2024 – June 30, 2025
 Associate Professor, July 1, 2021 – June 30, 2025
 Grandey Leadership Scholar, July 1, 2012 – June 30, 2014
 Assistant Professor, July 1, 2010 – June 30, 2013

University of Toronto, Centre for Industrial Relations and Human Resources

Associate Professor, July 1, 2019 – June 30, 2021
 Acting Director and PhD Chair, July 1, 2020 – June 30, 2021
 Associate Director, Undergraduate and PhD Programs, July 1, 2019 – June 30, 2020
 CIBC Chair in Youth Employment, July 1, 2019 – June 30, 2021
 Assistant Professor, July 1, 2016 – June 30, 2019

University of Saskatchewan Johnson-Shoyama Graduate School of Public Policy

Assistant Professor, July 1, 2013 – June 30, 2016

AWARDS

Luis Aparicio Prize, International Labour and Employment Relations Association, 2018
 John T. Dunlop Scholar Award, Labor and Employment Relations Association, 2017
 Emerging Scholar Award in Employee Participation and Ownership, Academy of Management, 2014
 Provost's Outstanding New Teacher Award, University of Saskatchewan, 2014
 University of Saskatchewan Students' Union Teaching Excellence Award, 2012
 Thomas Kochan & Stephen Sleigh Best Dissertation Award, Labor and Employment Relations Association, 2011
 Graduate Student Teaching Award, University of Alberta, 2009

REFEREED JOURNAL ARTICLES

- Koebel, K., & Pohler, D. (2026) The Impact of Canada's Working Income Tax Benefit on the Labor Supply of Low-Income Workers. *Industrial Relations: A Journal of Economy and Society*, 65(3): 357-377.
- Pohler, D., & Weinberg, B. (2023) Status Quo Among Fragmentation and Consolidation: Public Dispute Resolution Agencies in Ontario, Canada. *Industrial Relations Journal*, 54(4-5): 377-400.
- Budd, J., Pohler, D., & Wang, W. 2022. Making sense of (mis)matched frames of reference: A dynamic cognitive theory of (in)stability in HR practices. *Industrial Relations: A Journal of Economy and Society*, 61(3): 268-289.
- Koebel, K., Pohler, D., Gomez, R., & Mohan, A. 2021. Public Policy in a Time of Crisis: A Framework for Evaluating Canada's COVID-19 Income Support Programs. *Canadian Public Policy*, 47(2): 316-333.
- Koebel, K., & Pohler, D. 2020. Labour Markets in Crisis: The Double-Liability of Low-Wage Work During the COVID-19 Pandemic. *Industrial Relations: A Journal of Economy and Society*, 59(4): 503-531.
 Earlier version: "Labour Markets in Crisis: The Causal Impact of Canada's COVID-19 Economic Shutdown on hours Worked for Workers Across the Earnings Distribution." *Canadian Labour Economics Forum Working Paper Series*, #25.
- Budd, J., Colvin, A., & Pohler, D. (2020). Advancing Dispute Resolution by Unpacking the Sources of Conflict: Toward an Integrated Framework. *ILR Review*, 73(2): 254-280.
- Koebel, K., & Pohler, D. (2019). Expanding the Canada Workers Benefit to Design a Guaranteed Basic Income. *Canadian Public Policy*, 45(3): 283-309.
- Pohler, D., & Riddell, C. (2019) Multinationals' compliance with employment law: An empirical assessment using administrative data from Ontario, 2004-2015. *ILR Review*, 72(3): 606-635.
- Phillips, B., & Pohler, D. (2018) Images of Union Renewal: A Content Analysis of Union Print Advertising. *Canadian Journal of Administrative Sciences*, 35(4): 592-604.
- Schmidt, J., & Pohler, D. (2018) Making Stronger Causal Inferences: Accounting for Selection Bias in Associations Between High Performance Work Systems, Leadership, and Employee and Customer Satisfaction. *Journal of Applied Psychology*, 103(9): 1001-1018.
- Schmidt, J., Pohler, D., & Willness, C. (2018) The Effects of Strategic HR System Differentiation on Firm Performance and Employee Outcomes. *Human Resource Management*, 57: 65-81.

- Pohler, D., & Schmidt, J. (2016) Does Pay-For-Performance Strain the Employment Relationship? The Effect of Manager Bonus Eligibility on Non-Management Employee Turnover. *Personnel Psychology*, 69: 395-429.
- Pohler, D., & Luchak, A. (2015) Are Unions Good or Bad for Organizations? The Moderating Role of Management's Response. *British Journal of Industrial Relations*, 53(3): 423-459.
- Fulton, M., & Pohler, D. (2015) Governance and Managerial Effort in Consumer-Owned Enterprises. *European Review of Agricultural Economics*, 42(5): 713-737.
- Pohler, D., & Luchak, A. (2014) Balancing Efficiency, Equity and Voice: The Impact of Unions and High Involvement Work Practices on Work Outcomes. *ILR Review*, 67(4): 1063-1094. (*Lead Article*)
- Pohler, D., & Willness, C. (2014) Balancing Interests in the Search for Occupational Legitimacy: The HR Professionalization Project in Canada. *Human Resource Management*, 53(3): 467-488.
- Brandl, J., & Pohler, D. (2010) The Role of the Human Resource Department and Conditions That Affect Its Development: Explanations from Austrian CEOs. *Human Resource Management*, 49(6): 1025-46.
- Luchak, A., & Pohler, D. (2010) Pensions as Psychological Contracts: Implications for Work Outcomes. *Industrial Relations: A Journal of Economy and Society*, 49(1): 61-82.
- Luchak, A., Pohler, D., & Gellatly, I. (2008) When Do Committed Employees Retire? The Effects of Organizational Commitment on Retirement Plans. *Human Resource Management*, 47(3): 581-599.

BOOKS

- J. Lavelle, T. Dobbins, D. Pohler, & T. Dundon (Eds.) (2026). *New Frontiers and Trajectories in Labor-Management Relations* (SIOP Organizational Frontiers Book Series). Oxford University Press.
- Banack, C., & Pohler, D. (Eds.) (2023). *Building Inclusive Communities in Rural Canada*. University of Alberta Press. *Peer Reviewed*.
- Pohler, D. (Ed.) (2020) *Reimagining the Governance of Work and Employment*. LERA Annual Research Volume. Labour and Employment Relations Association. (distributed by Cornell University Press).

CHAPTERS IN BOOKS

- Potter, S., & Pohler, D. (forthcoming). Collective bargaining. In A. Wilkinson, T. Dundon, J. Donaghey, & Y. Yao (Eds.), *Routledge Companion to Employment Relations (2nd edition)*. Routledge: London and New York.
- Budd, J., Kammeyer-Mueller, J., & Pohler, D. (forthcoming). Competing frames of reference on the employment relationship and their importance for the study of work. In J. Lavelle, T. Dobbins, T. Dundon, & D. Pohler (Eds.), *New Frontiers and Trajectories in Labor-Management Relations* (SIOP Organizational Frontiers Book Series). Oxford University Press.
- Pohler, D., & Pigeon, M. (2023). Eighty years of strategic renewal at Federated Co-operatives Limited (chapter 10). In J.F. Wilson, A. Webster, E. Ekberg, & S. Skurnik (Eds.) *The Consumer Co-operative Sector: International Perspectives on Strategic Renewal*. Routledge Studies in International Business and the World Economy Series: Taylor & Francis.

- Pohler, D., Budney, J., Fulton, M., Overland, D., Marshall, A., Pewapisconias, T., White, K. (2023). Co-operative Development Possibilities in Rural Settler and Indigenous Communities: Lessons from the Co-operative Innovation Project and Co-operatives First, 217-248. In C. Banack and D. Pohler (Eds.) *Building Inclusive Communities in Rural Canada*. University of Alberta Press. *Peer Reviewed*.
- Pohler, D. (2020). Elections in the Time of COVID: The Economic Effects of COVID-19 on the 2020 Saskatchewan Election. In *The Saskatchewan Election: A 2020 Perspective e-book*. Johnson-Shoyama Graduate School of Public Policy, University of Saskatchewan.
- Koebel, K. & Pohler, D. (2020). Basic income. In D. Pohler (Ed.) *Reimagining the Governance of Work and Employment. Labor and Employment Relations Annual Research Volume*.
- Pohler, D., Luchak, A., & Harmer, J. (2020) The Missing Employee in Employee Voice Research. In A. Wilkinson, J. Donaghey, T. Dundon, & R. Freeman (Eds.), *The Handbook of Research on Employee Voice*. Edward Elgar. (update of 2014 book chapter for 2nd edition)
- Pohler, D. (2018) Collective bargaining. In A. Wilkinson, T. Dundon, J. Donaghey, & A. Colvin (Eds.), *Routledge Companion to Employment Relations*, pp. 235-250. Routledge: London and New York.
- Pohler, D., & Luchak, A. (2014) The Missing Employee in Employee Voice Research. In A. Wilkinson, J. Donaghey, T. Dundon, & R. Freeman (Eds.), *The Handbook of Research on Employee Voice*, pp. 188-207. Edward Elgar.

CONTRIBUTIONS TO MAJOR REPORTS AND NON-REFEREED ARTICLES

- Pigeon, M., & Pohler, D. (January 2026) There's No Escape From Cooperation: The Future of Small Credit Unions. Canadian Centre for the Study of Co-operatives.
- Calvez S., Kodom, R., Adefuye, A., Benoit, K., Pohler, D., Lwanga, C. (2024). Report for the City of Saskatoon: Building a Roadmap for Identifying and Dismantling Systemic Barriers.
- Blackett, A. (2023). A Transformative Framework to Achieve and Sustain Employment Equity. https://publications.gc.ca/collections/collection_2024/edsc-esdc/Em8-81-1-2023-eng.pdf (I served as vice-chair of this taskforce)
- Jalette, P., & Pohler, D. (2023) Introduction to the Special Issue on the Contribution of Industrial Relations to Understanding Future of Work and Employment. *Relations Industrielles/Industrial Relations*, 78(4).
- Pohler, D. (2021). Affirmed Expert Report of Dr. Dionne Pohler: Protecting a Sustainable Public Sector for Future Generations Act, 2019.
- Vieta, M. et al. (2021). Canada's SMEs, Business Succession, and Conversion to Co-operatives. Co-opConvert Report No. 1. (contributed to survey design and initial data analyses)
- Pohler, D. (2021) What's Next in the Evolution of the HR Profession? *HR Saskatchewan Magazine*, Fall/Winter, pp. 12-14.
- Pohler, D. (March 2020) An Assessment of Different Research Designs to Explore the Causal Impact of LEEP and FCP on Employment Opportunities for the Designated Groups. Employment and Social Development Canada Labour Program.

Pohler, D. (November 2017) Governance Challenges in Credit Unions: Insights and Recommendations. Filene Research Institute: Madison, WI.

Fulton, M., Fairbairn, B., & Pohler, D. (September 2017) *Credit Unions in Canada: Design Principles for Greater Co-operation*. Centre for the Study of Co-operatives: University of Saskatchewan.

Fulton, M., Pohler, D., Massie, M., Overlander, D., & Wu, H. (2016) Final Report. The Co-operative Innovation Project.

Pohler, D. (2015) Employee Inclusivity and Inequality in America. *Perspectives on Work*, 19: 18-21; 76-77.

Fairbairn, B., Fulton, M., & Pohler, D. (November 2015) *Governance as a Determinant of Success and Failure: What Other Co-ops Can Learn from Co-op Atlantic*. Centre for the Study of Co-operatives: University of Saskatchewan.

Pohler, D. (2014) The Pursuit of Higher Values is the Cornerstone of All True Professions. *HR Saskatchewan Magazine*, Fall/Winter (Volume 7, Issue 2).

Fulton, M., & Pohler, D. (2014) Co-operative Development in Rural and Aboriginal Communities. *Saskatchewan Business Magazine*, April/May.

Pohler, D. (2013) Labour Union Impacts on Organizations and Employees in Canada. *Western Policy Analyst*, 5(2): 7-8.

Pohler, D. (2011) Creating a High Engagement Culture at Aeroplan. *Effectif*, September/October, 14(4): 45-46.

BOOK REVIEWS

Pohler, D. (2020) Book Review of Robert B. McKersie, *A Field in Flux: Sixty Years of Industrial Relations*, Cornell University Press. *Journal of Industrial Relations*, 62(2): 322-324.

Pohler, D. (2017) The Vanishing American Corporation: Navigating the Hazards of a New Economy, by G. Davis. Oakland: Berrett-Koehler Publishers, Inc. *ILR Review*, 70(4):1057-1058.

Pohler, D. (2013) Disintegrating Democracy at Work: The Future of Good Jobs in the Service Economy, by V. Doellgast. Ithaca NY: Cornell ILR Press. *Work and Occupations*, 40: 67-69.

TEACHING

Cornell University ILR School, Department of Global Labor and Work

ILRGL 2040: Introduction to Conflict Resolution and Negotiation (Undergraduate)

ILRGL 7060: Industrial Relations Theory (PhD)

University of Toronto Centre for Industrial Relations and Human Resources

Foundations and Current Issues in Industrial Relations/Human Resources (MIRHR)

Human Resources Planning and Strategy (MIRHR and Undergraduate)

Introduction to Employment Relations (Undergraduate)

Special Topics in Employment Relations (PhD)

University of Saskatchewan Johnson Shoyama Graduate School of Public Policy and Edwards School of Business

Industrial Relations (Undergraduate)

(Strategic) Human Resource Management (Undergraduate and Masters))

Legal and Policy Issues in Human Resource Management (Masters)

Human Resource Management in Healthcare (Masters)

Management Skills for Strategy Implementation (Undergraduate)

Advanced Governance Analysis (Masters)

Strategic Management in the Public Sector (Masters)

Co-operatives in the New Economy: Institutions, Governance, and Policy (Masters)

Select Topics in PhD Readings Course (Rational Economic Theories)

Introduction to Organizational Behaviour (Undergraduate – University of Alberta)

Program-Based and Custom Executive/Professional Education Training (UToronto and USask)

Labour-Management Relations

Communications

Conflict Resolution and Negotiation

Decision-Making

Strategic HRM and Organizational Culture

Advanced Co-operative Governance

Human Rights (Anti-Discrimination)

PEER-REVIEWED TEACHING CASES AND RESOURCES

Piscitelli, A., Pigeon, M., & Pohler, D. (2026) Navigating a Governance Minefield at Economical Mutual Insurance Company: A Contested Demutualization Process. *Open Access Teaching Case Journal*.

Pigeon, M., Pohler, D., & Piscitelli, A. (2026) Mountain Equipment Co-op: Can Democracy Work in a Large Co-operative? *Ivey Publishing*.

Nahian, I., Yahia, L., Piscitelli, A., Pohler, D., & Pigeon, M. (2026) Radish: Steering a Strategic Shift in a Co-operative Model. *Ivey Publishing*.

Kleefeld, J., & Pohler, D. (2019) Internalizing cognitive bias: An experiential exercise for teaching and learning the anchoring effect. *Brock Education: A Journal of Educational Research and Practice*, 28(2): 33-47.

Pohler, D. (2016) Federated Co-operatives Limited: Change Management. *Ivey Publishing*. Product #9B16M066.

Pohler, D. (2012) The Merit of a Points-Based Merit System at the Edwards School of Business. *Ivey Publishing*. Product #9B11C042.

STUDENT SUPERVISION AND ADVISORY ACTIVITIES

Graduate Student Thesis Supervision and Other Supervisory Activities

- Kayla Benoit (June 2025), MSc, University of Saskatchewan Edwards School of Business, "Uncovering Bias in Job Descriptions in a Public Sector Organization." SSHRC-funded
- Yohanan Yokamo (Winter 2024), PhD student, Hawassa University, Ethiopia, Global Affairs Canada International Study Program.
- Anita Adefuye and Kayla Benoit (2023-2024), MITACS BSI Internship with City of Saskatoon
- Shannon Potter (September 2023), PhD, University of Toronto Centre for Industrial Relations and Human Resources, "Coordination, Cooperation, and Competition Among Unions in Canada."
- Kourtney Koebel (August 2022), PhD, University of Toronto Centre for Industrial Relations and Human Resources, "Three Essays on the Social Determinants of Labour Supply." SSHRC-funded
- Jordan Lewis-Morden (Summer 2020), MIRHR Directed Reading Course and Research Project, University of Toronto Centre for Industrial Relations and Human Resources, "Co-operatives in the Time of COVID".
- Laura Saar (2018), MPP, University of Saskatchewan Johnson Shoyama Graduate School of Public Policy, "The Effects of Cognitive Bias and Employment Equity Policy Interventions in the Hiring Process." SSHRC-funded
- Miranda Gouchie (2016), MPP, University of Saskatchewan Johnson Shoyama Graduate School of Public Policy, "The Relationship Between Community Capitals and Quality of Life in Rural and Aboriginal Western Canadian Communities: Improving Policymaking Using a Place-Conscious Approach."
- Kathy Johnson (2015), MPP, University of Saskatchewan Johnson Shoyama Graduate School of Public Policy, "The Role of Governance in Balancing Conflicting Logics in a Canadian Credit Union."

Graduate Student Committees

- Stefan Ivanovski, ILR School PhD (in progress)
- Anita Adefuye, USask JSGS PhD (in progress)
- Xing Luo, PhD, USask Sociology (in progress)
- Jen Harmer, PhD, UToronto CIRHR (in progress)
- Robert Blizzard (June 2026), PhD, University of Saskatchewan College of Education, "Towards a Grounded Theory of Administrative Cultures in a Post-Secondary Environment."
- Jillian Brown, MPP, University of Saskatchewan Johnson Shoyama Graduate School of Public Policy "Insights into Saskatchewan's Water Market Capacity: A Water Market Readiness Assessment of the South Saskatchewan River Basin", September 2025
- Eylin Jorge Coto, MPP, University of Saskatchewan Johnson Shoyama Graduate School of Public Policy "Analysis of the Government Relations between Credit Unions and the Farm Credit Canada", November 2024
- Yvette Nolan, MPP, University of Saskatchewan Johnson Shoyama Graduate School of Public Policy, "On the Brink: Theatres Search for a Post-Pandemic Model", June 2024
- Qian Zhang, PhD, University of Toronto Centre for Industrial Relations and Human Resources, "Integrating Relational Perspectives into Strategic Human Resource Management: Three Papers on Strategic Relational Human Resource Management", September 2022
- Yao Yao, PhD, University of Toronto Centre for Industrial Relations and Human Resources, "Uberizing the Legal Profession? Three Essays on Lawyers in Digital Platform-based Legal Services", 2020
- Jen Budney, PhD, University of Saskatchewan Johnson Shoyama Graduate School of Public Policy, "The "Imbecile" Institution and the Limits of Public Engagement: Art Museums and Structural Barriers to Public Value Creation", 2018, SSHRC-funded
- Marc D'Eon, MPP, University of Saskatchewan Johnson Shoyama Graduate School of Public Policy, "Police Enforcement of Cannabis Possession Laws in Canada: Changes in Implementation by Street-Level Bureaucrats", 2018

Tara Todd, MPP, University of Saskatchewan Johnson Shoyama Graduate School of Public Policy, “Using Data to Inform Appropriateness in Saskatchewan’s Health Care System: A Snapshot of Low Acuity Emergency Department Use”, 2017

Undergraduate Honours Thesis Student Supervision

Kinza Mumtaz (2024-2025) “The Use of Religious and Spiritual Practices by Faculty and Academic Leaders”, Edwards School of Business Bachelor of Commerce Honours Program

Apoorva Gupta and Mariana Lopez Gomez (May – July, 2015), MITACS International Undergraduate Student Research Internship Program (Mexico)

Mitchell Tainsh (2012-2013) “The Value of an Apology in Labour Arbitration Discipline and Discharge Cases”, Edwards School of Business Bachelor of Commerce Honours Program

Kelsey Tulloch (2011-2012) “Understanding the Conflicting Roles of HR Professionals”, Edwards School of Business Bachelor of Commerce Honours Program

Kathy Johnson (2011-2012) “A Comparison of Judgment-Based vs. Points-Based Systems for Performance Ranking and Allocation of Merit Pay”, Edwards School of Business Bachelor of Commerce Honours Program

Jennifer Bayne (2010-2011) High Honours, “Discrimination in Screening Job Applicants”, Edwards School of Business Bachelor of Commerce Honours Program

Post-Doctoral Supervision

Co-supervisor, Laticia Chapman (University of Alberta, SSHRC-funded), 2025-26

Co-supervisor, Olena Mykhailenko (University of Alberta, SSHRC-funded), 2023-24

PRESENTATIONS

Invited Academic Seminars and Keynote Presentations

Conflict Resolution and its Discontents. University of Illinois Urbana-Champaign, April 18, 2025.

It’s the (Young) Kids: A Case Study of The Gender Pay Gap Among Emergency Physicians. McGill University Desautels Faculty of Management, online: January 31, 2025.

Building (Balanced) Bridges: Industrial Relations Scholarship in a Time of Polarization. *Canadian Industrial Relations Association HD Woods Lecture*, Toronto, Ontario: May 28, 2023.

‘Because It’s COVID’: Analyzing Arbitral Adjudication of Employer Vaccine Policies and Consequences for Workers in Canada. *Cornell University ILR School Workshop Series*, Ithaca, New York: April 14, 2023.

Is the COVID-19 Pandemic Making a Case for Universal Basic Income? *School of Management and Labor Relations, Rutgers, Center for Global Work and Employment Speaker Series*: May 8, 2020.

Using the Canada Workers Benefit to Design a Guaranteed Basic Income. *IAE Business School, Universidad Austral*, Buenos Aires, Argentina: March 15, 2019.

Economic and Social Development in Western Canadian Rural and Indigenous Communities: Lessons from the Co-operative Innovation Project. *Research Seminar, University of Alberta School of Business*, Edmonton, Alberta: October 31, 2018.

Labor Supply Effects of the Working Income Tax Benefit and Framework for a Federal Basic Income Guarantee: Lessons from Canada. *Cornell University ILR School Workshop Series*, Ithaca, New York: October 24, 2018.

Multinationals' compliance with employment law: An empirical assessment using administrative data from Ontario, 2004-2015. *Institute for Work and Employment Research Speaker Series, MIT Sloan School*. Boston, MA: November 7, 2017.

Multinationals' compliance with employment law: An empirical assessment using administrative data from Ontario, 2004-2015. *Industrial Relations Department, Queen’s University*. Kingston, ON: October 26, 2017.

Multinationals and compliance with regulatory employment practices: A theoretical and empirical assessment using administrative data. *Visiting Speaker Series, University of Minnesota Carlson School of Management*, Minneapolis, Minnesota: November 2014.

Does Pay-For-Performance Strain the Employment Relationship? The Effect of Manager Bonus Eligibility on Non-Management Employee Turnover. *Visiting Speaker Series, University of Nebraska-Lincoln Agricultural Economics Department*, Lincoln, Nebraska: November 2014.

To Compete or Cooperate? The Relationship Between Unions and Employee and Organizational Outcomes: The Moderating Effect of Management's Response. *Cornell University ILR School Workshop Series*, Ithaca, New York: April 2012.

Invited Outreach Presentations for Organizations and the Public (since 2018)

Labor Peace at Risk: Why Mediators Matter in Polarized Times. eCornell Keynote Lectures: May 12, 2026 (online)

Future of Small Credit Unions. The SUMMIT Series: Atlantic Central. Online: March 25, 2026.

The Fall of the Titans: Lessons Learned from Notable Co-operative Failures and Demutualizations. Co-operatives and Mutuals Canada National Congress, Regina, SK: May 20, 2025.

Co-operative Successes, Demutualizations, and Failures: Governance Lessons Learned. University of Alberta Co-operative Workshop, Edmonton, AB: May 20, 2025.

Understanding the Remaining Gender Wage Gap in Canada: A Case Study of Emergency Department Physicians. Government of Saskatchewan Labor Relations and Workplace Safety. Online Presentation: March 10, 2025.

The Co-operative Innovation Project: A Decade Later. *CRS Co-op Leaders' Conference, Federated Co-operatives Limited*, Closing Keynote Speaker, Richmond, BC: November 3, 2024.

Co-op Week: Understanding Our Purpose as a Co-operative Retailing System, *Federated Co-operatives Limited and the Co-operative Retailing System*, online, October 18, 2024.

Challenges and Opportunities for the CRS. *CRS Spring GM/CEO Conference, Federated Co-operatives Limited*, Closing Keynote Speaker, Saskatoon, SK: April 17, 2024.

Understanding Rural-Urban Polarization in Canada. Co-op Conversations. Canadian Centre for the Study of Co-operatives. March 6, 2024. (online)

Lessons in Strategic Renewal for the CRS from Consumer Co-operative Systems Around the World. *CRS Co-op Leaders' Conference, Federated Co-operatives Limited*, Closing Keynote Speaker, Regina, SK: November 5, 2023.

Thinking About Rural Economic Development in the Context of an Emerging Rural-Urban Divide *and* Co-ops and the Economic Development and Sustainability of our Communities. 'Reimagining Rural Economic Development: Cooperative Innovation & the Future of Our Communities' Conference, Alberta Centre for Sustainable Rural Communities, Camrose, AB: October 25-26, 2023.

Book Launch Presentation: Building Inclusive Communities in Rural Canada, hosted by Canadian Centre for the Study of Co-operatives. Saskatoon, SK: October 17, 2023.

Co-operative Identity: It's Not Easy Being Green (or a Co-op). *Westman Communications Group Board of Directors and Senior Leadership Team Meeting*, Brandon, MB: May 12, 2023.

Governance Challenges in Uncertain Times: Exploring Rural and Urban Tensions in Co-operation Among Co-operatives. *CRS Co-op Leaders' Conference, Federated Co-operatives Limited*, Closing Keynote Speaker, Saskatoon, SK: November 6, 2022.

How Access to Childcare Impacts Pay Equity and Pay Equality. Public Policy Forum (online): June 9, 2022.

Co-operative Management Decision-Making Processes and Challenges Under Conditions of Extreme Uncertainty Related to COVID-19. *Affinity Credit Union Meeting of Senior Executives and Managers*, Online: February 15, 2022.

Do Co-operatives Build Walls or Bridges? *CRS Co-op Leaders' Conference, Federated Co-operatives Limited*, Closing Keynote Speaker, Online: November 14, 2021.

Beats Working: Wage-Replacements in the Past and Present. The University of Toronto Centre for Ethics "Ethics of COVID" Webinar Series: May 11, 2020

All for One and One for All? The Future of Cooperation in Co-op Federations. *Co-operative and Credit Union Governance Summit*. Vancouver, BC: January 27, 2020.

- Gig Work and the Changing Nature of the Employment Relationship. *Canada's Top Employer Conference*. Toronto, ON: November 25, 2019.
- Collective Bargaining in an Era of Technological Change: What does the unbundling of "jobs" into "tasks" mean for industrial relations? *Canadian-European Workshop on Collective Bargaining*, Ottawa, ON: November 14, 2019.
- Long and Short-Run Effects of Minimum Wages on Firm-Level Outcomes. *Rotman Management Policy and Economic Analysis Program*. Toronto, ON: June 10, 2019.
- Framework for a Basic Income Guarantee in Canada. *Canadian Federation of University Women, Ontario Council, Legislation Meeting*. Toronto, ON: November 24, 2018.
- Economic and Social Development in Western Canadian Rural and Indigenous Communities: Lessons from the Co-operative Innovation Project. *Enhancing Inclusivity in Rural Canada Workshop, University of Alberta Augustana Campus*, Camrose, Alberta: November 2, 2018.
- A Policy Framework for Inclusive Economic and Social Development in Canada. *Ontario Federal Council Meeting*. Toronto, ON: June 18, 2018.
- Five Big Ideas for Leveraging the Co-operative Advantage in a Rapidly Changing World. *Tools for a New Reality: Agility, Innovation, Sustainability. Saskatchewan Co-operative Association Conference*, Keynote Speaker. Saskatoon, SK: March 20, 2018.
- The State of the Art on the Gender Wage Gap. *Institute for Gender and the Economy Corporate Partner Meeting*. Toronto, Ontario: February 28, 2018.
- Can Credit Unions Survive Without Greater Co-operation? *Young Scholars Initiative, Cooperatives and Co-operation Working Group and Financial Stability Working Group*. Webinar Lecture: February 2, 2018.

Academic Conference Presentations (since 2018)

- Potter, S., Pohler, D., Hayman, K., & Landes, M. Eliminating the Motherhood Pay Penalty? Flexible Work Design and (Non)Greedy Compensation in a High-Earning Occupation.
Canadian Industrial Relations Association, Quebec City, QU: June 3, 2026;
Labor and Employment Relations Association, Minneapolis, MN: May 28, 2026;
Association of Industrial Relations Academics of Australia and New Zealand. Perth, WA, Australia: February 1, 2024.
- Koebel, K., Pohler, D., & van Jaarsveld, D. Converging Divergences in Government Interventions for Low-Wage Workers in the United States and Canada.
Canadian Industrial Relations Association, Quebec City, QU: June 3, 2026
Labor Relations at a Crossroads: Festschrift Honoring Professor Harry C. Katz. Cornell University ILR School, Ithaca, NY: April 11, 2026.
- Pigeon, M., & Pohler, D. When Co-op-Minded Governance Fails: Learnings from the Economical Demutualization. *Co-operatives and Mutuals Canada*. Toronto, ON: June 9, 2026.
- Fairbairn, B., Pigeon, M., & Pohler, D. What is Going On At Calgary Co-op? *Canadian Association for Studies in Co-operation*. Toronto, ON: June 7, 2026.
- Ivanovski, S., & Pohler, D. Theory of Varieties of Worker Co-operatives. *Society for the Advancement of Socio-Economics*, Montreal, QU: June 9, 2025.
- Banack, C., Pohler, D., & Chapman, L. Rethinking Political Attitudes in Rural Canada: Preliminary Findings from an Ethnographic Study of Rural Canadian Communities. *Canadian Political Science Association*, Toronto, ON: June 4, 2025.
- Pigeon, M., Pohler, D., Shames, D., Banack, C., & Chapman, L. Different Definitions, Different Outcomes: To What Extent is Rural/Urban Polarization a Statistical Artefact? *Canadian Political Science Association*, Toronto, ON: June 4, 2025.
- Pohler, D. Worker Outcomes Under Different Co-operative Ownership and Governance Models. *Triad International/Labor and Employment Relations Association*, New York, NY: June 28, 2024.

- Weinberg, B., & Pohler, D. Status Quo Among Fragmentation and Consolidation: Public Dispute Resolution Agencies in Ontario, Canada. *Triad International/Labor and Employment Relations Association*, New York, NY: June 26, 2024.
- Banack, C., Pohler, D., & Chapman, L. Understanding Social and Political Attitudes in Rural Canada via Ethnography: Interim Reflections on Method and Purpose. *Federation for the Humanities and Social Sciences, Canadian Political Science Association*, Montreal, QU: June 14, 2024.
- Pohler, D., Piscitelli, A., & Pigeon, M. Co-operative Demutualizations: Past, Present, and Potential. *Federation for the Humanities and Social Sciences, Canadian Association for Studies in Co-operation*, Montreal, QU: June 12, 2024.
- Potter, S., Pohler, D., Baker, M., Kaplan, S., & Franco, A. First Births, Employment Mobility and the Gender Gap in Economic Outcomes in Canada. *Canadian Economics Association*, Toronto, ON: May 31, 2024.
- Banack, C., Pohler, D., & Chapman, L. Understanding Social and Political Attitudes in Rural Canada via Ethnography: Interim Reflections on Method, Purpose and our Initial Findings. *Canadian Rural Revitalization Foundation Northern Dialogues Conference*, Whitehorse, YT: May 23, 2024.
- Pohler, D., & Pigeon, Marc-Andre. Eighty years of strategic renewal at Federated Co-operatives Limited. *European Business History Association*. Oslo, Norway: August 26, 2023.
- Pohler, D., Gomez, R., and Bardosh, K. The consequences of employer COVID-19 vaccine mandates on workers in Canada: A Legal and Economic Analysis. *Canadian Industrial Relations Association*. Toronto, ON: May 28, 2023.
- Pohler, D., & Weinberg, B. Consolidation Amidst Fragmentation? Public Dispute Resolution Agencies in Canada. *International Comparative Public Dispute Resolution Agency Project Workshop*, Barcelona, Spain (online): September 6, 2022.
- Koebel, K., & Pohler, D. The Labour Supply Effects of a Lump-Sum Cash Transfer on Low-Income Workers. *Canadian Economics Association*, Ottawa, ON (online): May 31, 2022.
- Vieta, M., et al. Co-operative Conversion Research Project Summary Findings. *International Co-operative Association* (online): November 29, 2021.
- Pigeon, M., Piscitelli, A., Pohler, D. & Stener, S. The Professionalization of Governance: Canary in the Coal Mine? *International Co-operative Governance Symposium*, Saint Mary's University, online synchronous: June 18, 2021.
- Pohler, D., Koebel, K., Lewis-Morden, J., Damp, A., & Potter, S. The Impact of COVID on Workers and Businesses in Canada (Paper Symposium). *International Labor and Employment Relations Association*, online synchronous: June 23, 2021.
- Labor and Employment Relations Association*, online synchronous: June 7, 2021.
- Koebel, K., & Pohler, D. Labor Markets in Crisis: The Double Liability of Low-Wage Work During the COVID-19 Pandemic. *Canadian Industrial Relations Association*, online synchronous: May 28, 2021.
- Pohler, D. Book Panel: Reimagining the Regulation and Governance of Work (LERA 2020 Annual Volume). *International Labour and Employment Relations Association, Toronto, ON (online): June 24-27, 2020.*
- Labor and Employment Relations Association (synchronous online): June 14, 2020.*
- Pohler, D. A Theoretical Model of the Trade-Offs Among Efficiency, Equity, Voice, and Power in the Employment Relationship. *Labor and Employment Relations Association*, Cleveland, OH: June 13, 2019.
- Pohler, D., & Koebel, K. Expanding the Canada Workers Benefit to Design a Guaranteed Basic Income. The Political Economy Challenges of Basic Income Design in Liberal Market Democracies. *Society for the Advancement of Socio-Economics*, New York, NY: June 28, 2019.
- Federation for the Humanities and Social Sciences, Canadian Industrial Relations Association*, Vancouver, BC: June 7, 2019.
- Canadian Economics Association*, Banff, Alberta: May 31, 2019.
- Budd, J., Pohler, D., & Wang, W. (Mis)Matched Frames of Reference: Cognitive Foundations of Employment Systems. *Society for the Advancement of Socio-Economics*, New York, NY: June 27, 2019.
- When HR Policies Cause Conflict: The Important of (Mis)Matched Cognitive Frames. *Congress of the*

Humanities and Social Sciences, Canadian Industrial Relations Association, Vancouver, BC: June 6, 2019.
International Labour and Employment Relations Association, Seoul, Korea: July 23, 2018.
Toward New Theories in Employment Relations. MIT Sloan School of Management, Boston, Massachusetts: May 2018.

Budd, J., Colvin, A., & Pohler, D. Advancing Dispute Resolution by Unpacking the Sources of Conflict: Toward an Integrated Framework.

Understanding the Structural, Cognitive, and Psychogenic Sources of Conflict. *Congress of the Humanities and Social Sciences, Canadian Industrial Relations Association, Vancouver, BC: June 6, 2019.*
International Labour and Employment Relations Association, Seoul, Korea: July 26, 2018.
Labor and Employment Relations Association. Baltimore, Maryland: June 15, 2018.
Conflict and its Resolution in the Changing World of Work: A Conference Honoring David B. Lipsky. Cornell University ILR School. Ithaca, NY: November 11, 2017.

Koebel, K. & Pohler, D. The Effect of the Working Income Tax Benefit on Labour Supply. *Canadian Labour Economics Forum*, Banff, Alberta: May 30, 2019.

Koebel, K. & Pohler, D. Making Work Pay? Examining the Effects of the Working Income Tax Benefit on Labour Supply in Canada. *Canada Research Data Centre Network*, Hamilton, Ontario: October 18, 2018.

Zhang, T., & Pohler, D. The Path Towards a Licensing Law: Case Studies on Professional Accountants and Human Resources Professionals in Canada. *Labor and Employment Relations Association.* Baltimore, Maryland: June 15, 2018.

Also presented by T. Zhang at School of Management, Nanjing University: July 18, 2018.

Pohler, D. Toward a General Theory of Power in the Employment Relationship. *Toward New Theories in Employment Relations.* MIT Sloan School of Management, Boston, Massachusetts: May 2018.

EXTERNAL RESEARCH/GRANT FUNDING

Pohler, D. (PI) Neutral Services Supporting the Nuclear Regulatory Commission Office of Enforcement's Alternative Dispute Resolution Program – NRC FY 26-32 (\$885,189), United States Nuclear Regulatory Commission, (May 2026 – April 2031)

Banack, C. (PI), Pigeon, M. (Co-PI) and Pohler, D. (Collaborator). Exploring the social and political implications of the consolidation, death, and even rebirth, of local newspapers in rural Canada and the USA (\$431,705). SSHRC Insight Grant, 2026-2030.

Piscitelli, A. (PI), Pohler, D. (Co-PI), Pigeon, M. (Co-PI) et al. Co-operative Board Decision-Making (\$87,900). SSHRC Insight Grant, 2024-2026.

Lloyd-Smith, Patrick (PI), and Pohler, D. (Co-PI). Developing irrigation economic models to improve producer outcomes and sustainable agricultural water management in Saskatchewan (\$200,000). Agriculture Development Fund, Saskatchewan Ministry of Agriculture, 2024-2027.

C. Banack and D. Pohler. Understanding social and political attitudes in rural Canada via ethnography (\$74,594). Social Sciences and Humanities Research Council Insight Development Grant, 2022-2025.

Baffoe, M., Lwanga, C., & Pohler, D. Developing a Strategic Roadmap to Address Systemic Barriers towards Advancing Health, and Human, Social, and Economic Development with On-Going Measurement of Outcomes in the City of Saskatoon (A Western Canada Municipality) (\$150,000): MITACS, City of Saskatoon, UManitoba and USask, 2023-2024.

Banack, C., & Pohler, D. SSHRC Special Response Fund for Ukraine Trainees (\$45,000), 2023-24.

Open-Access Book Publication Funding, Federation for the Humanities and Social Sciences through the Awards to Scholarly Publications Program (funds provided by SSHRC) (\$8,000), 2022

Open-Access Book Publication Funding, Chester Ronning Centre for the Study of Religion and Public Life, University of Alberta Augustana Campus (\$7,000), 2022

First Births, Employment Mobility, and the Gender Gap in Economic Outcomes in Canada (\$6,800), with Sarah Kaplan, Michael Baker, and April Franco. *Statistics Canada Productivity Partnership*, 2020-2021

M. Vieta, P. Cabaj, C. Guillotte, J. Quarter, S. Ryan, J. Sumner, & D. Pohler. The Conversion to Co-operatives Project (Co-op Convert). (\$200,000) *Social Sciences and Humanities Research Council Partnership Development Grant*, 2018-2021.

J. Schmidt, & D. Pohler. Do Employees Perceive HR to Help or Hurt? The Antecedents and Consequences of Employee Attributions about HR Systems. (\$46,308) Social Sciences and Humanities Research Council Insight Development Grant, 2014-2016.

Fulton, M. & Pohler, D. Co-operative Development in Rural and Aboriginal Communities in Western Canada: Co-operative Innovation Project (\$1 million) Federated Co-operatives Limited, 2013-2016.

D. Pohler. Employee Participation in Organizations: Unions and High Involvement Human Resource Management Systems (\$76,082) Social Sciences and Humanities Research Council Standard Research Grant, 2011-2014.

MAJOR UNIVERSITY COMMITTEES AND SERVICE

Cornell University and ILR School Committees

Future of American Agriculture Committee, 2026-present

Committee on Committees, 2026-present

Scheinman Institute Strategic Planning Process Co-Chair (2025-present)

U.S.-Canada Inter-University Negotiation Cup, Host and ILR Team Coach (Spring 2026)

University of Saskatchewan

Faculty Association Executive Committee and Senior Grievance Officer, 2024-25

Faculty Association Grievance Committee and Joint Employer-Union Grievance Committees, 2022-25

Communities and Sustainability Signature Research Area Co-Lead, 2022-24

Chair, College of Graduate Studies and Research Graduate Programs Committee, 2014-16

College of Graduate Studies and Research Executive Council, 2014-16

College of Graduate Studies and Research Graduate Programs Committee, 2013-16

Edwards School of Business (University of Saskatchewan)

Chair, Human Resources and Organizational Behaviour Faculty Search Committee, 2025

Cognate Head, Management and Marketing Faculty Search Committee, 2025

Faculty Search and Tier II Canada Research Chair Search Committee, 2024-25

Dean's Executive Committee, 2024-25

MBA Committee, 2012-2013; 2024-25

Undergraduate Curriculum Committee, 2024-25

Strategic Planning Advisory Committee, 2023-25

Acting Dean, August 3-18, 2024
 College Review Committee, 2023-24
 HROB Faculty Search Committee, 2009-10; 2010-11; 2022-23; 2023-24
 HROB Limited Term Search Committee, 2023
 Indigenous Initiatives Working Group, 2022-23
 Edwards Strategic Planning Steering Committee: Mission, Vision, and Values Working Group and Indigenous Engagement Working Group, 2022
 Research Committee, July 2021-December 2022
 Ad Hoc Committee on Faculty Qualifications and RBTR, 2021-22
 Undergraduate Curriculum Committee, 2011-22; 2021-22
 HROB Tenure and Promotion and Salary Review Committees, 2021
 PotashCorp Chair Selection Committee, 2013
 Research Ethics Committee, 2011-12
 Rawlco Director of Aboriginal Business Education Selection Committee, 2011
 HROB COMM 402 Review Committee, 2012

Johnson-Shoyama Graduate School of Public Policy (University of Saskatchewan)

Tenure and Promotions Committee, 2023
 Selection Committee for Assistant Professor (JSGS University of Regina campus), 2016
 Selection Committee for Term Faculty (JSGS University of Regina campus), MHA Program, 2015
 Joint Curriculum Committee, 2014-16
 Governance Training Review Committee, 2014
 Undergraduate Policy Course Committee, 2014

University of Toronto

Faculty of Arts and Science, School of Graduate Studies, and Woodsworth College

Woodsworth College Council, 2016-21
 Review of Woodsworth College Undergraduate Program Office, 2019-21
 Faculty of Arts and Science Graduate Student Awards Committee, 2020
 Faculty of Arts and Science Graduate Student Guide to COVID-19 Government Programs, 2020
 School of Graduate Studies Mackenzie King Awards Committee, 2020
 Woodsworth College Academic Advisory Committee, 2016-20
 School of Graduate Studies SSHRC Doctoral Awards Committee, 2019
 Faculty of Arts and Science Undergraduate and Graduate Curriculum Committees, 2019-20

Centre for Industrial Relations and Human Resources

Chair, PTR (Merit Awards) Committee (2021)
 Chair, Undergraduate Program Coordinator Hiring Committee (2021)
 Chair, Sessional Advancement Committee (2021)
 Chair, Tenure and Promotion Committee (2020-21)
 Chair, Faculty Search and Hiring Committee (2020-21)
 COVID Graduate Student Emergency Bursary Committee (2020-21)
 Chair, Librarian (CLTA) Search Committee (2020)
 PhD Admissions Committee (2019-21)
 Chair, Program and Curriculum Committee (2020-21)

Chair, Morley Gunderson Lecture Speaker Committee
 Chair, Sefton-Williams Memorial Lecture Speaker and Award Committee
 Faculty Search and Hiring Committee Member, four committees (2017-18; 2018-19x2; 2020)
 PTR (Merit Awards) Committee (2020)
 PhD Comprehensive Exam Committee (2020; 2021)
 COVID-19 Emergency Planning and Response Committee (Winter 2020)
 Director Search and Hiring Committee (Winter 2020)
 Advancement and Promotion Committee for Full Professor (Winter 2020)
 Advancement and Promotion Committee for Sessional and Special Lecturers (Winter 2017; Fall 2019)
 Library Technician Search and Hiring Committee (Fall 2019)
 Director's Executive Committee (2019-20)
 Ad Hoc CIRHR Advisory Board and Undergraduate Program/Curriculum Meetings, 2016-19
 Organizer, Director's Debate Speaker Series, 2017-18
 Hiring Committee for Office Administrator Temporary Replacement, Spring 2017

SERVICE TO ACADEMIC PROFESSION AND ASSOCIATIONS

Major Peer Review Activities

Associate Editor, ILR Review (2025- present)
 External Reviewer for Tenure and Promotion Cases (2020, 2022, 2023, 2024)
 Associate Editor: Industrial Relations: A Journal of Economy and Society (2019-22)
Editorial Boards: ILR Review (2020-2025); Human Resource Management Journal (2015-20); Industrial Relations: A Journal of Economy and Society (2018-19)
 Provincial External Reviewer for Proposed Undergraduate Program (3 yr BA General/Minor in Employment Relations), Queen's University, Faculty of Arts and Science, Industrial Relations Unit (Site visit: May 27, 2019) Kingston, ON
 Adjudication Committee, Social Sciences and Humanities Research Council of Canada Insight Development Grants, Ottawa, Ontario (2012, 2013, 2014, 2016)

Committee Activity

Co-Coordinator, IR Theory Study Group, International Labour and Employment Relations Association, 2023-present
 Board Member (Academic Rep), Labor and Employment Relations Association, 2022-25
 Chair, Thomas A. Kochan and Stephen R. Sleigh Best Dissertation Award Committee, Labor and Employment Relations Association (2023, 2024, 2025)
 Luis Aparicio Prize Selection Committee, International Labor and Employment Relations Association (2021; 2024)
 Regional Co-Chair, Labor and Employment Association Conference Program, 2022-23
 Freedom of Association Award Nominating Committee, Canadian Industrial Relations Association (2021, 2022, 2023)
 Scientific Review Committee, Canadian Research Data Centre Network conference (2023)
 Academy of Management Organization and Management Theory Division Research Committee Best Symposium Award Selection Committee (2016)
 Academy of Management Human Resources Division Emerging Scholar in Employee Participation and Ownership Award Selection Committee (2016)
 Chair, Academy of Management Human Resources Division Emerging Scholar in Employee Participation and Ownership Award Selection Committee (2015)
 Academy of Management Organization and Management Theory Division Best Student Paper Award Selection Committee (2015)

Editorial Committee, Labor and Employment Relations Association, 2014-20
 Chair, National Academic Community Consultation Committee on Post-Secondary Education Requirement for HR Profession, Canadian Council of Human Resources Associations, 2013-14
 Provincial Representative, Standards Advisory Committee, Canadian Council of Human Resources Associations, 2013-14
 Conference Co-Chair and Program Chair, Canadian Industrial Relations Association Conference (Congress for the Humanities and Social Sciences), St. Catharines, Ontario, 2014
 Chair, Allen Ponak Best Student Paper Award Selection Committee, Canadian Industrial Relations Association, 2014
 Junior Faculty Advisory Board, Labor and Employment Relations Association, 2012-13
 Allen Ponak Best Student Paper Award Selection Committee, Canadian Industrial Relations Association, 2011-13
 Planning Committee, Canadian Industrial Relations Association Conference, Calgary, Alberta, May 2012

MAJOR RECENT BOARD, ORGANIZATION, GOVERNMENT AND COMMUNITY CONSULTING

**indicates personal remuneration received*

Please contact for list of mediations (collective bargaining impasse, human rights and discrimination complaints, grievance mediation, general interpersonal and labor-management conflict)

2026 UFA, Board Directors and Senior Management Strategy Workshop, Regina, SK (Jun 16)
 2025 Red River Co-operative, Senior Management Strategy Workshop, Winnipeg, MB (May 2)
 2024 Governance Training, Radius Credit Union Director Development, Weyburn, SK (Oct 24)
 2024 Saskatoon Co-operative Association Board Governance Committee webinar presentation on board remuneration (Mar 12)
 2023 Manitoba Co-operative Association, Facilitation of Board Strategic Planning (Mar 7) and Report
 *2023 Presentation to CPHR Canada on HR Professional Standards (May 25)
 *2023 Presentation to CPHR Saskatchewan Board on HR Professionalization (Apr 28)
 *2021-23 Vice Chair of the Employment Equity Review Taskforce, Govt of Canada
 *2021-22 Bill 124 Expert Report and Cross-Examination, Govt of Ontario
 2021 Consultation on Employment Equity Act Reform w/ Minister Tassi (Jan 25)
 *2021 Review CPHR Competency Framework, CPHR Saskatchewan
 *2020-21 Report and Presentation on Assessing the Causal Impact of Employment Equity, Employment and Social Development Canada Labour Program

MEDIA ACTIVITIES

Opinion Articles, Editorials, Blogs and Podcasts

REI Co-operative. [Thinking Collectively Podcast](#), Anthony Piscitelli, September 2025

[Bridging rural-urban divides](#). The Common Share Podcast, Co-operatives First. April 24, 2023.

[Universities must cite the science relied upon to justify vaccine mandate policies](#). University of Saskatchewan Faculty Association VOX. January 28, 2022.

[Why vaccine mandates are in legal and ethical trouble](#). The Line. November 23, 2021.

[Ontario has a better option than paid sick days](#). The Line. April 20, 2021.

[To address the needs of Canadians during the COVID-19 crisis, we need a targeted basic income](#). (with Kourtney Koebel, Rafael Gomez, Marc-Andre Pigeon, and Murray Fulton). National Post. March 23, 2020. See also: [CIRHR Expert Opinion](#)

[Calgary Co-op rolls the retailing dice on its future.](#) (with Murray Fulton and Brett Fairbairn). Calgary Herald. August 31, 2019.

[Co-operatives in a Time of Crisis Conversation.](#) Johnson-Shoyama Graduate School of Public Policy and Canadian Centre for the Study of Co-operatives. May 19, 2020.

[Everyone is losing in Saskatoon Co-op, UFCW labour dispute.](#) Saskatoon Star Phoenix and Regina LeaderPost. February 22, 2019.

[Now that Ontario's basic-income pilot has been cancelled, here's what could happen next.](#) (with Kourtney Koebel) National Post Opinion. August 15, 2018.

[A Critique of Basic Income Pilots Following the Ontario Government's Announced Cancellation.](#) (with Kourtney Koebel). Personal Blog. August 5, 2018.

[Five Big Ideas for Leveraging the Co-operative Advantage in a Rapidly Changing World.](#) The Common Share Podcast, Co-operatives First. July 18, 2018.

[Governance Challenges in Credit Unions: Insights and Recommendations.](#) (with Nora Russell) Centre for the Study of Co-operatives, Contemplating Co-ops Blog. January 30, 2018.

[Plus ça change, plus c'est la même chose — The Challenges Facing Canadian Credit Unions.](#) (with Murray Fulton and Brett Fairbairn) Centre for the Study of Co-operatives, Contemplating Co-ops Blog. October 31, 2017.

[Credit Unions in Canada: Design Principles for Greater Co-operation.](#) (with Murray Fulton and Brett Fairbairn) Centre for the Study of Co-operatives, Contemplating Co-ops Blog. September 20, 2017.

[Three Things to Remember When Building a Board.](#) (with Murray Fulton and Brett Fairbairn) Saskatoon Star Phoenix and Regina LeaderPost Opinion Editorial. August 9, 2017.

[OSFI Advisory Should Provide Exemption for Credit Unions.](#) Centre for the Study of Co-operatives, Contemplating Co-ops Blog. July 14, 2017.

[Banking on the Upsell: Lessons for Credit Unions.](#) Centre for the Study of Co-operatives, Contemplating Co-ops Blog. March 22, 2017.

[What kind of budget?](#) (with Murray Fulton and Brett Fairbairn) Saskatoon Star Phoenix Opinion Editorial. March 20, 2017.

[Co-ops, Privatization, and Public Policy.](#) (with Murray Fulton and Brett Fairbairn) Centre for the Study of Co-operatives, Contemplating Co-ops Blog. March 7, 2017.

[If not now, when?](#) (on credit union system governance, with Murray Fulton) Centre for the Study of Co-operatives, Contemplating Co-ops Blog. January 3, 2017.

[Saskatchewan's flawed liquor privatization process.](#) (with Murray Fulton and Brett Fairbairn) Saskatoon Star Phoenix Opinion Editorial. December 7, 2016.

[Ontario: Please Come Back to the CCHRA.](#) The Canadian HR Reporter. July 2014. Also found [here](#).

[Why we should take the co-operative business model more seriously.](#) (with Murray Fulton) Saskatoon Star Phoenix Feature Article. November 8, 2013.

Media Interviews and Citations (since 2018)

Reuters, [Air Canada flight attendants strike](#), August 18, 2025

CBC Saskatchewan Radio, minimum wage increase, September 29, 2023

CTV News, Lockout at Heritage Inn, September 19, 2023

Future of Good interview (Jul 17, 2023), [Business students don't often learn about co-operative models — why not? | Future of Good](#) article citation (Aug 15, 2023)

Speaking Freely, Episode 6. [Canada's COVID-19 Exit Strategy.](#) Online Panelist: June 2022.

Lean Out with Tara Henley. [Are vaccine mandates reasonable?](#) January 24, 2022.

Thrive 2022, Edwards School of Business Magazine. [Research aims to understand how policies and decision-making processes impact organizations and workers.](#) May 19, 2022.

CP24/CTV. [Ontario government plans 'imminent' announcement on enhancements to paid sick day program: house leader.](#) April 21, 2021.

Anirudh Bhattacharyya, Hindustan Times. [Canada likely to give nod to universal basic income programme](#). April 13, 2021.

Isaac Wurmman, Freelance writer. What is the purpose of HR? December 21, 2020.

CBC Radio, Blue Sky. [The sale of MEC and the current state of co-ops in Canada](#). Sept 25, 2020.

Toronto Star. [Is Canada's wage subsidy benefiting workers or employers? One economist worries companies are using it to pad their bottom line](#). Joseph Hall. Sept 8, 2020.

Global News Online. [Coronavirus pandemic raises question: Is it time for a basic income?](#) Maryam Shah. April 22, 2020.

Background interview on basic income with L. Monsebraaten (Toronto Star). March 30, 2020.

Background interview on basic income with J. Uzielli (CBC Current). March 24, 2020.

National Post Radio, Sirius XM. Live Interview. March 24, 2020.

Huffington Post. [Feds miss chance to test universal basic income amid crisis](#). Daniel Tencer. March 19, 2020.

Toronto Star. [How can we fix the motherhood-penalty problem?](#) Heather Scoffield. May 9, 2019.

CBC Radio, Blue Sky. [The labour movement in 2019 – What's the role of unions in an increasingly more precarious workforce?](#) May 2, 2019.

650 CKOM. John Gormley Show. *Saskatoon Co-op/UFCW labour dispute ends*. April 18, 2019.

650 CKOM. John Gormley Show. *Saskatoon Co-op/UFCW labour dispute*. February 25, 2019.

Globe and Mail. [Data Gap: In the information age, Canada is falling behind](#). January 25, 2019.

Canadian HR Reporter. *CPHR Canada, SHRM sign MRA*. September 2018.

TVO. [Why there could be a silver lining to the cancellation of the basic-income pilot](#). August 17, 2018.

Canadian HR Reporter. [Transforming HR](#). June 13, 2018.

CPAC. [G7 Summit Preview on the Economy](#). June 1, 2018.

National Post. [Public money 'shouldn't pad profits': Ontario NDP signals shift away from private-sector delivery of services](#). May 31, 2018.

The Jennifer Campbell Show, 570 News. The reported gender wage gap at CBC. April 24, 2018.

Globe and Mail. [Britain reveals big gender pay gaps at Canadian firms](#). April 9, 2018.

CBC Radio, Ontario Today. [Closing the Wage Gap](#). March 8, 2018.

Canadian Press Consultation on gender reporting, February 15, 2018.