

Erin Oldford, B.Com., M.B.A., Ph.D.

Hill & Levene Schools of Business
Memorial University of Newfoundland
St. John's, Newfoundland and Labrador, Canada

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[LinkedIn](#)

Academic Background

- | | |
|----------|---|
| May 2017 | PhD in Management (Finance)
Sprott School of Business, Carleton University, Ottawa, Ontario, Canada
Thesis: Three essays on mergers and acquisitions: Negative premium, failed mergers, and deal quality implications of medium of exchange, <i>Carleton University Ph.D. Thesis</i> . <ul style="list-style-type: none">• Carleton University Senate Medal for Outstanding Academic Achievement (Doctoral Level) |
| May 2008 | Master of Business Administration (Finance)
Sprott School of Business, Carleton University, Ottawa, Ontario, Canada
Thesis: Can commercialization improve the performance of stock exchanges even without corporatization? <i>Carleton University Master's Thesis</i> . <ul style="list-style-type: none">• Carleton University Senate Medal for Outstanding Academic Achievement (Master's Level)• Supervisor: Dr. Isaac Otchere |
| May 2007 | Bachelor of Commerce
Sprott School of Business, Carleton University, Ottawa, Ontario, Canada
Concentration in Finance <ul style="list-style-type: none">• Dean's Honour List |

Academic Positions

- | | |
|----------------|--|
| 2024 - Present | Dean
Hill & Levene Schools of Business, Faculty of Business Administration
University of Regina |
| 2024 - Present | Professor, Finance
Hill & Levene Schools of Business, Faculty of Business Administration
University of Regina |
| 2022 - 2024 | Associate Dean, Undergraduate Programs and Accreditation
Faculty of Business Administration
Memorial University of Newfoundland |
| 2021 - 2022 | Interim Associate Dean of Undergraduate Programs
Faculty of Business Administration
Memorial University of Newfoundland |
| 2022 - 2024 | Associate Professor, Finance
Faculty of Business Administration |

Memorial University of Newfoundland

2017 - 2022	Assistant Professor, Finance Faculty of Business Administration Memorial University of Newfoundland
2017 - 2024	Faculty Advisor, The Fund , Memorial's student-led investment fund Memorial University of Newfoundland
2022 - 2024	Faculty Advisor, Memorial's student-led social impact fund Memorial University of Newfoundland
2014 - 2017	Sessional Lecturer Sprott School of Business Carleton University
2006 - 2016	Research Assistant Sprott School of Business Carleton University

Select Work Experience

2015 - 2016	Assurance of Learning (AoL) Assessor Sprott School of Business, Carleton University
2007 - 2009	Research Analyst BMO Nesbitt Burns

Research Output

Career publication summary:

Articles in refereed journals	19
Articles in practitioner journals	1
Articles under peer review	1
Articles in refereed conference proceedings	4
Refereed presentations at scholarly conferences	13
Invited Talks	5
Career Total	43

Refereed Articles [19]

1. **Oldford E.**, Morrissey, G., Chok, C, Kaushal, K., Dawe, N., Jimenez Ojeda, M. (Accepted). Co-creating prosperity through social innovation: The role of social finance in Newfoundland and Labrador's community sector. *Social Innovations Journal*.
2. Abukari, A., **Oldford E.**, Jog, V. (Accepted). Can the sell in May anomaly be enhanced by a size tilt? *Managerial Finance*.
3. Chu, S., **Oldford, E.**, Wang, J. (2023). Corporate social responsibility and corporate fraud in China: The perspective of moderating effect of board gender diversity. *International Review of Economics and Finance*, 88, 1582-1601. <https://doi.org/10.1016/j.iref.2023.07.062>

4. **Oldford, E.**, Fiset, J., Armenakyan, A. (2023). Principle of Double Effect: Marginalizing effect of journal submission fees in Accounting and Finance. *Scientometrics*, 128, 4611-4650. <https://doi.org/10.1007/s11192-023-04758-7>
5. **Oldford, E.** (2022). Soft regulation of women on boards: Evidence from Canada. *Business and Society Review*. <http://doi.org/10.1111/basr.12294>
6. Chu, S., **Oldford, E.**, Changchun, G. (2022). Does social capital alleviate financing constraints? A study of China's creative economy. *Asia-Pacific Journal of Accounting and Economics*. <https://doi.org/10.1080/16081625.2022.2067882>
7. Chu, S., **Oldford, E.** (2022). Female directors, R&D activities and firms' investment efficiency: Evidence from China. *Asia-Pacific Journal of Accounting and Economics*, 30(4), 890-991. <http://dx.doi.org/10.1080/16081625.2021.2023025>
8. **Oldford, E.**, Willcott, N., Kennie, T. (2022). Can student managed investment funds narrow the ESG skills gap? *Managerial Finance*, 48(1), 57-77. <https://doi.org/10.1108/MF-07-2021-0317>
9. **Oldford, E.**, Fiset, J. (2021). Decoding bias: Gendered language in finance internship job postings, *Journal of Behavioral and Experimental Finance*, 29, 1-12. <https://doi.org/10.1016/j.jbef.2021.100544>
10. Barbour, P., **Oldford, E.** (2022). Student-led venture capital funds: An exploratory study of emerging best practices, *Journal of Financial Education*, 48.
11. Abukari, K., **Oldford, E.**, Willcott, N. (2021). Student managed investment funds: A review and research agenda, *Managerial Finance*, 47(11), 1608-1635. <https://doi.org/10.1108/MF-02-2021-0080>
12. Fiset, J., **Oldford, E.** (2021). Facing ethical dilemmas in Industrial-Organizational Psychology: The case for the principle of double effect, *Industrial and Organizational Psychology*, 14, 350-352. <https://www.doi.org/10.1017/iop.2021.70>
13. Fiset, J., **Oldford, E.**, Chu, S. (2021). Market signaling capacity of written and visual charismatic leadership tactics, *Journal of Behavioral and Experimental Finance*, 29. <https://doi.org/10.1016/j.jbef.2021.100465>
14. **Oldford, E.**, Otchere, I. (2021). Institutional cross-ownership, heterogeneous incentives, and negative premium mergers, *Review of Quantitative Finance and Accounting*, 57(1), 321-351. <https://doi.org/10.1007/s11156-020-00946-1>
15. **Oldford, E.**, Ullah, S., Hossain, A. (2020). A social capital view of women on boards and their impact on firm performance, *Managerial Finance*. <https://doi.org/10.1108/MF-02-2020-0091>
16. **Oldford, E.**, (2019). Confessions of a faculty advisor: Development of a student managed investment fund program under constraints, *Managerial Finance*, 46(4), 576-58. <https://doi.org/10.1108/MF-08-2018-0390>
17. Otchere, I., **Oldford, E.** (2018). Foreign takeovers and host-country competition, *Journal of Business Finance and Accounting*, 45(9-10), 1260-1292. <https://doi.org/10.1111/jbfa.12342>
18. **Oldford, E.**, Otchere, I. (2016). Are cross-border acquisitions enemy of labor? An examination of employment and productivity effects, *Pacific-Basin Finance Journal*, 40, 438-455. <https://doi.org/10.1016/j.pacfin.2016.06.001>
19. **Oldford, E.**, Otchere, I. (2011). Can commercialization improve the performance of stock exchanges even without corporatization? *Financial Review*, 46(1), 67-87. <https://doi.org/10.1111/j.1540-6288.2010.00290.x>

Articles in Practitioner Journals [1]

1. **Oldford, E.**, Fiset, J. (August 17, 2021). How to avoid gender bias in job postings. *The Conversation*. <https://theconversation.com/how-to-avoid-gender-bias-in-job-postings-165037>
Highlighted by:
 - [World Economic Forum](#)

- [National Post](#)
- [Yahoo!Life](#)
- [Halifax Today](#)
- [Capstan.be](#)
- [Rappler](#)
- [SooToday.com](#)

Articles under Peer Review [1]

1. Fiset, J., Al Hajj, R., Petersen, B., **Oldford, E.** Getting lost in your values: Global business schools' espoused values and organizational authenticity. Revise and resubmit with *Academy of Management Learning & Education*.

Articles in Peer Reviewed Conference Proceedings [4]

1. **Oldford, E.**, J. Fiset, B. Wray. Sound waves and market trends: Exploring the influence of female voices in popular music on social mood and financial markets. *Administrative Sciences Association of Canada 2024 Annual Conference Proceedings*.
1. Otchere, I., **E. Oldford**, 2018. Foreign takeovers and host-country competition. *European Financial Management Association 2018 Annual Meeting Proceedings*.
2. **Oldford, E.**, I. Otchere, 2018. Dual holdings and negative acquisition premia on publicly-listed targets. *Global Finance Conference Proceedings*.
3. **Oldford, E.**, S. Murphy, 2009. 'On the folly of rewarding A, while hoping for B': An introspective assessment of theory development in Organization Studies. *2009 Academy of Management Annual Meeting Proceedings*.

Refereed Presentations at Scholarly Conferences [13]

(* Indicates presenter)

1. **Oldford, E.**, *J. Fiset, B. Wray. Sound waves and market trends: Exploring the influence of female voices in popular music on social mood and financial markets. *Administrative Sciences Association of Canada 2024 Annual Conference*. Montreal, Canada.
2. ***Oldford, E.**, Fiset, J., 2023. Leadership Narratives in Systematic and Idiosyncratic Crises, *4th Interdisciplinary Perspectives on Leadership Symposium*. Rhodes, Greece.
3. Chu, S., ***Oldford, E.**, Wang, J. 2023. Does corporate social responsibility, firm digitalization, and board gender diversity deter corporate fraud in China? *36th Annual Meeting of the Academy of Finance*. Chicago, USA.
4. Fiset, J., ***Oldford, E.**, 2022. Prospective impression management: Do employees embody the visionary narratives of CEO letters? *World Finance Conference*. Turin, Italy.
5. Fiset, J., ***Oldford, E.**, 2021. Don't mince words: A cross-country assessment of how CEO visionary language influences organizational performance. *34th Annual Meeting of the Academy of Finance*. Online conference.
6. *Fiset, J., **Oldford, E.**, 2019. A false signal or a way forward: The effect of CEO vision content and communication on firm performance. *4th Interdisciplinary Perspectives on Leadership Symposium*. Corfu, Greece.
7. ***Oldford, E.**, Otchere, I., 2019. When is bad news good news? The information content of merger termination media coverage. *2019 Academy of Finance Conference*. Chicago, USA.
8. ***Oldford, E.**, Otchere, I., 2018. Negative acquisition premia on publicly-listed targets. *Global Finance Conference*. Paris, France.
9. Otchere, I., ***Oldford, E.**, 2018. Foreign takeovers and host-country competition. *25th Annual Conference of the Multinational Finance Society*. Budapest, Hungary.

10. Otchere, I., ***Oldford, E.**, 2018. Foreign takeovers and host-country competition. *European Financial Management Association 2018 Annual Meeting*, Milan, Italy.
11. ***Oldford, E.**, Otchere, I., 2015. Are cross-border acquisitions enemy of labor? An examination of employment and productivity effects in Canada. *2015 Global Finance Conference*. Hangzhou, China.
12. ***Oldford, E.**, Otchere, I., 2009. Can commercialization improve the performance of stock exchanges even without corporatization? *2009 NTU International Conference of Economics, Finance, and Accounting*. Taipei, Taiwan.
13. ***Oldford, E.**, Murphy, S., 2009. 'On the folly of rewarding A, while hoping for B': An introspective assessment of theory development in Organization Studies. *2009 Academy of Management Annual Meeting*. Chicago, USA.

Invited Talks and Panels [5]

1. **Oldford, E.**, 2022. Gendered language in job postings. *Tequity Breakfast Series*, St. John's, NL.
2. **Oldford, E.**, 2019. Student Managed Investment Fund: Issues and Challenges. *2019 Academy of Finance Conference*, Chicago, USA.
3. **Oldford, E.**, 2018. Board Diversity: Why so sticky? *Institute of Corporate Directors*, Newfoundland & Labrador Chapter.
4. **Oldford, E.**, 2017. Board Diversity: Why so sticky? *Board Governance: The Role of Financial Data in Informed Decision Making*, MUN FBA Engaging Ideas Series.
5. **Oldford, E.**, 2016. Anatomy of negative acquisition premium targets. Sprott PhD Symposium.

Works in Progress [5]

1. Fiset, J., **Oldford, E.** Corporate boasting in job posts: An assessment of finance industry.
2. Fiset, J., **Oldford, E.**, Cross, B. Language during a systematic crisis: A study of CEO language in COVID-19 messaging.
3. **Oldford, E.**, Fiset, J., Dostaler, I. Unwanted and unsolicited mentorship experiences: A study of formal EDI mentorship programs.
4. Fiset, J., **Oldford, E.**, Wray, B. Lyrics of Top 100 Songs, 1965-2021: Work, job satisfaction, and employee activism.
5. **Oldford, E.**, Fiset, J. Corporate language and idiosyncratic corporate crisis – an assessment of corporate apologies.

Research Funding

Career funding summary:

External Research Grants	\$481,689
Internal Research Grants	\$34,095
Career Total	\$515,784

External Research Grants

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|------|---|
| 2024 | CPA Education Foundation of NL Research & Professional Development Funding, Accounting as STEM (Primary Investigator), \$4,000 |
| 2023 | SSHRC Insight Grant, Leadership Narratives in Systematic and Idiosyncratic Crises (Primary Investigator), \$57,054 |
| 2023 | SSHRC Partnership Development Grant, Flexible Approach to Impact Measurement - Pathfinder Pilot Research Project (Co-investigator), \$187,224 |
| 2023 | CCEDnet Regional Initiatives - Environmental Scan of the Social Finance Ecosystem in N.L., \$60,500. |

2023	CPA Education Foundation of NL Research & Professional Development Funding, Protégé experiences in workplace EDI-targeted mentorship programs (Primary Investigator), \$5,000
2022	MITACs Business Strategy Internship, Bounce Health Innovation MedTech Exchange (Primary Investigator), \$90,000
2022	CPA Education Foundation of NL Research & Professional Development Funding, Leadership Narrative in a Systematic Crisis: A Study of Covid-19 Pandemic (Primary Investigator), \$5,000
2021	CPA Education Foundation of NL Research & Professional Development Funding, The sustainable finance movement: Are Canadian business schools keeping up? (Primary Investigator), \$2,500
2020	SSHRC COVID Trainee Supplement, A false signal or a way forward: The effect of CEO vision content and communication on firm performance (Primary Investigator), \$6,937
2019	SSHRC Insight Development Grant, A false signal or a way forward: The effect of CEO vision content and communication on firm performance (Primary Investigator), \$43,698
2016	SSHRC Doctoral Fellowship, \$20,000

Internal Research Grants

2023	SSHRC Exchange– International Representation, \$2,500
2022	Harlow Incentive Program, \$3,573
2022	SSHRC Explore, \$6,550
2019	Seed, Bridge and Multidisciplinary Fund, Seed Award, \$10,000
2019	SSHRC Exchange (Paper Presentation), \$2,800
2018	Memorial University of Newfoundland SSHRC/VP Research Grant, \$6,500
2018	Memorial University of Newfoundland Conference Travel Grant, \$2,500
2018	USSIP (University Student Summer Internship Program), \$4,500
2018	MUCEP (Memorial Undergraduate Career Experience Program), \$1,148
2018	MUCEP (Memorial Undergraduate Career Experience Program), Fall 2018, \$574

Awards and Scholarships

2022	2022 FBA Advisory Board Research Impact Award, \$3,000
2021	2021 Dean's Research Award, \$500
2019	Patten Teaching Fellowship, 2019/2020, \$2,500
2019	2018 Dean's Service Award for Faculty, \$500
2019	Finalist, <i>Academy of Finance</i> Teaching Award
2017	Carleton University Contract Instructor Teaching Award, \$1,500
2017	Carleton University Senate Medal for Outstanding Academic Achievement
2012 - 2016	Kyle and Monica Mital Scholarship, \$1,789
2012 - 2016	George Mulligan Memorial Scholarship, \$14,700
2011 - 2016	Carleton University Dean of Graduate Studies Academic Excellence Scholarship, \$24,000
2011 - 2016	Carleton University Graduate Scholarship, \$15,000
2011 - 2016	Sprott Graduate Award in Business, \$20,000
2008	Carleton University Senate Medal for Outstanding Academic Achievement
2008	Sprott TA Excellence Award, \$500

Media Interviews & Mentions

September 9, 2021	CBC Radio, St. John's Morning Show
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- August 3, 2021

BBC Worklife, Christine Ro

 - Discussion on instructors' experience during return to Memorial University's campus
 - [The coded language that holds women back at work](#)
 - Highlighted by:
 - [VMware Women's Leadership Innovation Lab](#)
 - [VoxPopulee](#)
- July 28, 2021

CBC Radio, St. John's Morning Show

 - Discussion on The Fund program and our work to recruitment more female students
- January 29, 2021

CBC Radio, St. John's Morning Show

 - Discussion on Game Stop stock surge
- January 17, 2019

VOCM Radio

 - Update on The Fund's portfolio performance
- January 14, 2019

Maclean's

 - [Students at Memorial University are learning about the stock market—using real money](#)
- September 11, 2018

The Telegram, The Northern Pen, The Packet

 - ["Alumni donations allow Memorial students to invest real money in capital markets"](#)
- October 25, 2018

AtlanticUniversities.ca

 - Featured Telegram article from Oct. 2 listed in "Economic development and social well-being" section
 - https://www.atlanticuniversities.ca/sites/default/files/u160/Research_Newswire_Vol2_Issue10.pdf
- October 15, 2018

The Telegram, The Northern Pen, The Packet

 - ["Spending time studying stocks before buying can improve the chance of better returns"](#)
- October 11, 2018

VOCM Radio

 - Discussion on the launch of The Fund
- October 5, 2018

Academica Group Today's Top Ten in Higher Ed

 - ["MUN launches student-managed The Fund"](#)
- October 3, 2018

AllNewfoundlandandLabrador.com

 - "MUN Trading Lab named after grad"
- October 2, 2018

The Telegram, The Western Star & The Central Voice

 - ["Memorial University school of business launches first student-managed investment fund"](#)
- October 2, 2018

NTV

 - ["MUN's business faculty launches student-managed investment fund"](#)
- October 11, 2018

The Gazette

 - ["Real money, real experience"](#)

Teaching Experience

Memorial University of Newfoundland (2017 - Present)

('U' are undergraduate, and 'G' are Graduate courses)

Course	U/G	Term / Year	Mean Score (/5)	Fac. Mean Score (/5)

BUSI3550 Financial Management (formerly 4500)	U	Fall 2023	TBA	TBA
BUSI6053 Applied Equity Valuation**	U	Fall 2023	-	-
BUSI3550 Financial Management (formerly 4500)	U	Winter 2023*	-	-
BUSI3550 Financial Management (formerly 4500)	U	Fall 2022*	-	-
BUSI6053 Applied Equity Valuation**	U	Fall 2022	-	-
BUSI9320/6510 Cross-listed	U/G	Winter 2022*	n/a	n/a
BUSI6053 Applied Equity Valuation**	U	Fall 2021	-	-
BUSI9320/6510 Cross-listed (Delivered online)	U/G	Winter 2021*	n/a	n/a
BUSI4500 Financial Management (Online course)	U	Winter 2021*	n/a	n/a
BUSI4500 Financial Management (Online course)	U	Fall 2020*	n/a	n/a
BUSI6053 Applied Equity Valuation**	U	Fall 2020	-	-
BUSI4500 Financial Management (Online course)	U	Winter 2020*	n/a	n/a
BUSI9320/6510 Cross-listed (Delivered online)	U/G	Winter 2020*	n/a	n/a
BUSI4500 Financial Management (Online course)	U	Fall 2019	4.33	4.13
BUSI6053 Applied Equity Valuation**	U	Fall 2019	-	-
BUSI4500 Financial Management (Section 1)	U	Spring 2019	3.45	3.96
BUSI4500 Financial Management (Section 2)	U	Spring 2019	3.30	3.96
BUSI4500 Financial Management (Section 3)	U	Spring 2019	3.36	3.96
BUSI4500 Financial Management	U	Winter 2019	4.13	4.13
BUSI9320/6510 Cross-listed	U/G	Fall 2018	3.61	n/a
BUSI9320 Portfolio Management	G	Fall 2017	5.00	n/a
BUSI6510 Investments	U	Fall 2017	4.18	3.94
BUSI4500 Financial Management	U	Fall 2017	4.38	3.94

* Courses delivered during COVID-19 pandemic, course evaluations suspended by Memorial University during this period.

** Formal course evaluations are not administered for this course.

Gardiner Centre (2019 - Present)

Program, Seminar	Seminar Date	Mean Score, Teaching Methodology & Content (/5)
Mastering Business Essentials, Business Economics / Financial Models	November 28, 2023	TBA
Mastering Business Essentials, Business Economics / Financial Models	September 16, 2021	5.00
Mastering Business Essentials, Business Economics / Financial Models	November 6, 2019	4.92
Mastering Business Essentials, Business Economics / Financial Models	March 6, 2019	4.95

Carleton University (2014 - 2017)

('U' are undergraduate, and 'G' are Graduate courses)

Course	U/G	Term / Year	Mean Score (/5)	Dept. Mean Score (/5)
ACCT5130 Advanced Finance	G	Summer 2017	4.67	4.15
BUSI4500 Advanced Corporate Finance (A)	U	Winter 2017	4.50	4.1
BUSI4500 Advanced Corporate Finance (B)	U	Winter 2017	4.60	4.1

FINA5514 International Finance	G	Fall 2016	4.90	4.37
FINA5511 Investments	G	Fall 2016	4.60	4.37
BUSI2504 Business Finance	U	Fall 2016	4.94	4.37
ACCT5130 Advanced Finance	G	Summer 2016	4.89	4.47
BUSI2504 Business Finance	U	Summer 2016	4.15	4.47
BUSI3502 Investments (A)	U	Fall 2015	4.73	4.32
BUSI3502 Investments (B)	U	Fall 2015	4.65	4.32
BUSI2504 Business Finance	U	Summer 2015	4.68	4.32
BUSI2504 Business Finance	U	Fall 2014	4.50	4.36
BUSI2504 Business Finance	U	Summer 2014	4.17	4.36

Supervision of Students

Doctoral Committees [1]

1. Karen McCarthy, Athabasca University, Topic: Responses of Corporate Boards to Social Movements: A Study at the Nexus of Corporate Governance and Social Responsibility. Role: Committee Member.

MBA Research Projects at Memorial University of Newfoundland [12]

1. Khurelbaatar Purev, Topic: A student manual for a student-led investment club. April 2023.
2. Khurelbaatar Purev, Topic: An assessment of portfolio risk and how to best communicate risk factors to portfolio stakeholders. December 2022.
3. Peter Barbour, Topic: The Impact of Remote work on International Workforce Operations. August 2022.
4. Peter Barbour, Topic: An assessment of venture capital in Atlantic Canada. Completed: April 2020.
5. Peter Barbour, Topic: A survey of student-led venture capital funds in North America: An investigation of program viability. Completed: August 2019.
6. Julie Catherine Saunders, Topic: A literature review of vision expression in annual reports and firm performance. Completed: August 2019. (Co-supervisor: Dr. John Fiset).
7. Julie Catherine Saunders, Topic: A literature review of photographic vision expression in annual reports. Completed: April 2019. (Co-supervisor: Dr. John Fiset).
8. Michael George Mashughuli, Topic: How themes, language, and photographs within CEO letters link to performance: JP Morgan Case Study (2005 - 2017). Completed: April 2019. (Co-supervisor: Dr. John Fiset).
9. Rohit Bhaskar, Topic: A cross-cultural analysis of vision content and communication: USA, Canada, and UK. Completed: April 2019. (Co-supervisor: Dr. John Fiset).
10. Julie Catherine Saunders, Topic: On the diversity of corporate boards: A cross-national comparative analysis of disclosure practices and policies. Completed: August 2018.
11. Julie Catherine Saunders, Topic: On the diversity of corporate boards: A cross-national comparative analysis of disclosure practices and policies. Completed: August 2018.
12. Loan Bich Hong, Topic: Board of director product market experience and profitability of mergers and acquisitions. Completed: April 2018.

Undergraduate Directed Studies at Memorial University of Newfoundland [52]

Fall 2023 [7]

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| 1. Jack McCarthy | Research on music lyrics and women's participation in the labour force |
| 2. Connor Knight | Equity research on UHaul |
| 3. James Lewis | Economic outlook on North American equity markets |

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| 4. Russell Noseworthy | Equity research on NV5 Global Inc. |
| 5. Mattias Lang | Position reviews on BMO and BCE |
| 6. Nathan Lang | Equity research on Qipt Home Medical |
| 7. Pedro Gruner | Real estate valuation model |

Winter 2023 [13]

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|-----------------------|--|
| 1. Jared Butt | Equity research on Equitable Bank |
| 2. Connor Knight | Equity research on Pollard Banknote Limited |
| 3. Aedan Pitcher | Equity research on Colliers International |
| 4. Aryan Falke | Equity research on dentalcorp |
| 5. Russell Noseworthy | Equity research on Shell |
| 6. Ahmed Saad | Equity research on Parex Resources |
| 7. Omar Shehata | Equity research on Equitable Bank |
| 8. Bufan Zhao | Equity research on dentalcorp |
| 9. Matthias Lang | Equity research on Parex Resources Inc. |
| 10. Mitchell Hand | Equity research on Equitable Bank |
| 11. James Lewis | Equity research on Texas Instruments |
| 12. Pedro Gruner | Equity research on Shell |
| 13. Fattah Sadat | Literature review of popular music and the economy |

Fall 2022 [5]

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|-----------------------|---|
| 1. Nathan Young | Economic outlook on North American equity markets |
| 2. Hector Hernandez | Equity research on Regeneron Pharmaceuticals |
| 3. Caroline MacDonald | Economic outlook on North American equity markets |
| 4. Peter Goodridge | Qualitative supply chain management |
| 5. Soizic Gaignard | Evolution of the event industry |

Summer 2022 [1]

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| 1. Curtis Knee | Equity research on Intact Financial Corporation |
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Winter 2022 [4]

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| 1. Nathan Young | Discount rate research and proposal |
| 2. Ryley Myles | Social media strategy development and implementation |
| 3. Caroline MacDonald | Equity research on Inmode |
| 4. Hector Hernandez | Equity research on Encore Wire Corporation |

Fall 2021 [2]

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|-------------------|---|
| 1. William Hickey | Economic outlook on North American equity markets |
| 2. Ryley Myles | Equity research on Sabra REIT |

Winter 2021 [6]

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| 1. Columbus Guyo | Equity research on Gilead Sciences |
| 2. Katherine Brown | Sector analysis – Real Estate |
| 3. John Dyal | Development and documentation of online portfolio tracker for The Fund |
| 4. Hayden Pardy | Development and documentation of online portfolio tracker for The Fund |
| 5. Jessen Pavaday | Equity research on TransUnion |
| 6. Julia Druken | Equity research on Killam Apartment REIT |

Fall 2020 [3]

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|-----------------|---|
| 1. Sam Jacobson | Equity research on Whirlpool Corp. |
| 2. Hayden Pardy | Development, documentation, and implementation of communication processes at The Fund |
| 3. John Dyal | Development, documentation, and implementation of The Fund's ESG framework |

Summer 2020 [1]

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| 1. John Dyal | Equity research on Dollar Tree |
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Winter 2020 [10]

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|-----------------------|---|
| 1. Michael Boone | Equity research on Q2 |
| 2. Emily Brown | Equity research on Hasbro |
| 3. Scott Vatcher | Position review and portfolio analysis for The Fund |
| 4. Lauren Rowsell | Equity research on Blackberry |
| 5. Juan Grillo | Position review and portfolio analysis for The Fund |
| 6. William Hickey | Equity research on American Eagle Outfitters |
| 7. Zhenou Zhang | Equity research on Q2 |
| 8. Sumaiya Akter | Position review and portfolio analysis for The Fund |
| 9. Katherine Stoodley | Equity research on Capital Power |
| 10. Noah Briffett | Equity research on Ingevity |

Service Activities

Academic service

Academy

- | | |
|----------------|--|
| 2023 - 2024 | President, <i>Academy of Finance</i> |
| 2023 - 2023 | Program Review Committee Member (Global Business), Saint Mary's University, Sobey School of Business |
| 2021 - 2024 | Editorial Board, <i>Journal of Financial Issues</i> |
| 2022 - 2023 | President Elect/Program Chair, <i>Academy of Finance</i> |
| 2021 - Present | Reviewer, <i>Journal of Behavioral and Experimental Finance</i> |
| 2021 - Present | Reviewer, <i>International Review of Economics and Finance</i> |
| 2021 - Present | Reviewer, <i>Journal of International Education in Business</i> |
| 2021 - Present | Reviewer, <i>Financial Innovation</i> |
| 2021 - 2022 | Secretary, <i>Academy of Finance</i> |
| 2019 - Present | Reviewer, <i>Managerial Finance</i> |
| 2018 - 2020 | Reviewer, <i>Canadian Journal of Administrative Sciences</i> |
| 2017 - 2017 | Reviewer, <i>African Journal of Finance</i> |

Memorial University of Newfoundland

University-wide

- | | |
|-------------|---|
| 2022 - 2024 | Member, Senate Committee on Undergraduate Studies |
| 2021 - 2024 | Member of Professional Code of Conduct Working Group |
| 2021 - 2024 | Member of CITL Academic Integrity Network |
| 2021 - 2022 | Member of Advisory Committee, Centre for Innovation in Teaching and Learning (CITL) |
| 2019 - 2021 | Member of Investment Review Sub-Committee of the University Pension Committee |
| 2019 - 2021 | University Pension Committee |

2020 - 2021	Program Planning Committee Member, Teaching and Learning Conference 2021
2019 - 2020	Program Planning Committee Member, Teaching and Learning Conference 2020

Faculty of Business Administration

2023 - 2024	Member, Embark: Success + Career Centre Steering Committee
2021 - 2024	Co-Chair, FBA Teaching and Assurance of Learning Steering Committee
2021 - 2024	Member, FBA Committee on Undergraduate Studies
2018 - 2024	Faculty Advisor, FBA Student Managed Investment Fund
2018 - 2024	Supervisor, White Trading Lab
2017 - 2024	Faculty Coach, Finance case competition teams
2021 - 2022	Member, Faculty of Business Administration Advisory Board
2021 - 2021	Faculty Representative, AACSB 2021 International Conference and Annual Meeting Conference (April 6–9, 2021)
2020 - 2021	Working Group Lead, FBA Master of Accounting program development
2020 - 2020	Member, Faculty of Business Administration Computer applications Working Group Committee
2020 - 2020	Member, Faculty of Business Administration Math Working Group Committee
2019 - 2020	Coach, MUN CFA Ethics Challenge Competition Team
2018 - 2020	ICBC (Finance) Case Competition Coach
2017 - 2018	Search Committee for Term (Re-) Appointments
2017 - 2018	Coach, MUN CFA Research Challenge Competition Team

Carleton University

2015 - 2017	Member, Sprott School of Business Faculty Board
2012 - 2017	President, Sprott School of Business Ph.D. Students Association
2012 - 2017	Sprott Ph.D. Peer Mentorship Program Coordinator
2017 - 2017	Coach, Sprott Van Berkomp Small Cap Case Competition Team
2014 - 2017	Coach, Sprott ICBC (Finance) Business Case Competition Team
2016 - 2017	Advisor (Finance), Sprott JDCC Case Competition Team
2014 - 2016	Member, Sprott School of Business Plenary Hiring Committee
2015 - 2015	Member, Carleton University Outstanding TA Awards Selection Committee

Community service

2022 - Present	Member, Investment Committee, Janeway Children's Hospital Foundation
2019 - 2022	Director, Credit Counseling Services of Newfoundland (CCSNL)