

**SHELAGH CAMPBELL**, B.Comm(Hons), MIR, CHRP, PhD, CHRL  
ASSISTANT PROFESSOR  
Faculty of Business Administration, University of Regina  
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## EDUCATION

**Doctor of Philosophy (Management)** Saint Mary's University  
Dissertation: Continental Drift in the legal profession: The struggle for collective bargaining among Nova Scotia's Crown Prosecutors

**Master of Industrial Relations** University of Toronto  
Thesis: Determinants of collective bargaining demands for enhanced maternity leave

**Bachelor of Commerce (Hons)** Queen's University  
Honors thesis paper: Leadership and innovation in the software development sector

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## ACADEMIC WORK EXPERIENCE

**Assistant Professor**  
**University of Regina** Since 2012  
Ethical Decision Making in Organizations, Strategic Human Resource Management, Introduction to Business, Industrial Relations, Dispute Resolution & Conflict Management Undergraduate, Graduate and Executive programs

**Full Time Lecturer** 2011  
**Saint Mary's University Sobey School of Business**  
Ethical Decision Making in Organizations, Strategic Human Resource Management

**Excalibur Human Resource Case Competition Coach** 2009  
**Saint Mary's University Sobey School of Business**  
Developed curriculum, led team through semester of preparation and competition at national competition; semifinalists.

**Full Time Lecturer** 2006  
**Saint Mary's University Sobey School of Business**  
Human Resource Management and Industrial Relations

**Part Time Faculty, Saint Mary's University Sobey School of Business** 2005-2009  
&1995-1998  
Organizational Behaviour (online and classroom), Industrial Relations, Human Resource Management (online and classroom) Ethical Responsibilities in Organizations, Staffing and Selection; Training and Development;  
Professional development consulting to Society of Certified Management Accountants – negotiation, corporate and professional ethics.

**Part Time Faculty, Dalhousie University Faculty of Management** 2006-2008  
Human Resource Management

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**RESEARCH AND DEVELOPMENT FUNDING**

University Conference Fund, U of R \$3000 Canadian Industrial Relations Association annual conference – graduate travel	2015/16
Dean’s Research Grant \$5000 Project: Extending analysis of occupational community across cultures: Accountants in the Big 4 firms in China	2013
Mitacs Globalink Research Internship approx. \$7500 Project approved, Candidates evaluated, matches pending Project: The impact of workplace practices on labour climate in unionized organizations	2016
Dancap Private Equity Faculty Research Award \$4100 Department of Management and Organizational Studies Western University, Co-investigator with Dr. Johanna Weststar	2014
Dean’s Research Grant \$5000 Project: The impact of labour relations representatives on the industrial relations climates of organizations: A National study	2013
Postdoctoral Fellowship \$31,500 funded jointly by SSHRC, FQRSC, UQAM	2011
CACC research and travel postdoctoral fellowship \$5000	2011

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**SCHOLARSHIPS, GRANTS, AND AWARDS**

Best Developmental Paper, Business History Division British Academy of Management annual Conference Portsmouth UK	2015
Honorable Mention, Human Resources Division, Administrative Sciences Association of Canada annual Conference	2012
Beta Gamma Sigma International Honor Society Recognizing top 10% academic achievement at AACSB business schools	2011
Bernard Kline Memorial Scholarship Saint Mary’s University \$1300	2010
Centre de Recherche Interuniversitaire sur la Mondialisation du travail (CRIMT) PhD completion fellowship \$12,500 <i>Professional closure and the struggle for collective bargaining: A case study of Crown Attorneys</i>	2009/10
Centre de Recherche Interuniversitaire sur la Mondialisation du travail (CRIMT) Dissemination fund \$1000	2009

Under project: *Building Institutions and Capabilities for Work and Employment in a Global Era: The Social Dynamics of Labour Regulation*

Management Learning Qualitative Research in Management and Organization Conference bursary \$150	2008
Sobey School of Business PhD research Fund and CUPE 3912 Professional Development Fund \$500	2007
Faculty of Graduate Studies and Research Saint Mary's University International travel award \$500	2007
Faculty of Graduate Studies and Research Saint Mary's University PhD Fellowship \$15 000 per annum	2006/09
Centre de Recherche Interuniversitaire sur la Mondialisation du travail (CRIMT) Fellowship \$15 000 per annum (This is funded by SSHRC - MCRI II )	2006/09

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#### REFEREED PUBLICATIONS

- Campbell, S., Xie, Y., Li, Y., Zhang, Z. (2015) The Impact of Occupational Community on the Quality of Internal Control *Journal of Business Ethics* doi 10.1007/s10551-015-2624-2
- McLaren, P., Campbell, S., Rostis, A., & Murray W. 2014 Analyzing terse stories: Socialization into the academy *The Global Review* 1(2) [http://www.theglobalreview.net/?page\\_id=9](http://www.theglobalreview.net/?page_id=9)
- Campbell, S. 2014 Erosion and renewal of professional powers in public sector employment *Relations Industrielles/Industrial Relations* 69 (1) p. 159-185
- Campbell, S. 2013 The continued applicability of commitment models in a unionized professional workplace *International Journal of Organizational Analysis* 21(4) p. 488-503
- Campbell, S. 2013 Disintegrating Democracy at Work: Labor Unions and the future of good jobs in the service economy by Doellgast, V. reviewed in *Relations Industrielles/Industrial Relations* 68 (1) p. 166-169
- Campbell, S. & Haiven, L. 2012 Struggles on the Frontier of Professional Control: Leading cases from Canada *Economic and Industrial Democracy* 33(4) p. 669-689 doi 10.1177/0143831X11426805
- Campbell, S. 2010 Becoming Professional by Hammick, M., Freeth, D., Goodsman, D. and Copperman, J. reviewed in *Work Employment and Society* 24:3 p. 605-606
- Campbell, S. 2009 Comparative Case Study in *Encyclopedia of Case Study Research* A.J. Mills, G. Durepos, E. Weibe Eds. Sage, Thousand Oaks pp. 174-176
- Campbell, S. 2006 Business Education: Bridging Work and Ethics *The Workplace Review* vol 3,2 p3-5.

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**REFEREED CONFERENCE PAPER PRESENTATIONS AND PROCEEDINGS**

- Campbell, S. 2015 Silence across an organizational field: Discourse analysis of business school histories before and after the global financial crisis. *British Academy of Management 29<sup>th</sup> annual conference* Portsmouth, UK September 8-10
- Campbell, S. 2015 Extending occupational community analysis: Assessing the impact of workload on the rule of law. *Society of Legal Scholars 106<sup>th</sup> annual conference* Portsmouth, UK September 1-4
- Weststar, J. and Campbell, S. 2015 The impact of labour relations representatives on the industrial relations climates of organizations: Findings of a National study. *CIRA annual conference*. Montreal May 25-27
- Campbell, S. 2014 An exploration of temp lawyers and the implications for professional citizenship Symposium on Citizenship at work in a project based environment. *CRIMT International Conference – New Frontiers for Citizenship at Work*. Montreal May 12-14
- Weststar, J. and Campbell, S. 2014 The impact of labour relations representatives on the industrial relations climates of organizations. *Canadian Industrial Relations Association, Congress of the Humanities and Social Sciences* Brock University May 24-26
- Foley, J. and Campbell, S. 2013 Implications of the Seven Cooperative Principles for Human Resource Management Worker Cooperatives Practices in *ANSER Annual Conference (Congress of the Humanities and Social Sciences)* Victoria, June 5-7 2013
- Campbell, S., Foley J., Rixon D. 2013 Human Resource Management in Cooperatives : Challenging the best practice paradigm *ANSER, Congress of the Humanities and Social Sciences*, Victoria, June 5-7
- Campbell, S., Foley J., Rixon D 2013 Management Education and the cooperative movement: Will continued success demand differentiation or convergence? *Administrative Sciences Association of Canada* Calgary June 7-11
- Campbell, S. 2012 Extending occupational community: The impact of government lawyers' working conditions on the rule of law *Union Futures: Innovations, Transformations, Strategies (CRIMT International Conference)* Montreal, October 25-27
- Campbell, S. 2012 A continuum of collective action *11<sup>th</sup> World Congress of the International Federation of Scholarly Associations of Management* Limerick, Ireland June 26-29
- Campbell, S. 2012 The role of occupational community in sustaining professional projects in the public sector. *Administrative Sciences Association of Canada annual conference proceedings*, St. John's, Newfoundland. June 9-12 – Honorable mention, best paper Human Resources Division
- Campbell, S. 2011 An examination of the continued applicability of commitment models in a unionized professional workplace *Atlantic Schools of Business Conference Proceedings*, Charlottetown, October 2-5 Nominated for Best Paper

- McLaren, P., Campbell, S., Rostis, A., Murray W., & Pyper, R. 2010 Once upon a time: developing a doctoral program through stories of plausibility *Atlantic Schools of Business Conference Proceedings* Halifax, October 1-3 Nominated for best paper
- Campbell, S. 2010 Erosion and renewal of professional power in public sector employment *International Labour Process Conference*, Rutgers University, New Jersey March 15-17
- Campbell, S. 2009 Interest representation among professionals: multiple forms of worker association *Canadian Industrial Relations Association Annual Conference* Gatineau May 27-29
- Campbell, S. & Haiven, L. 2008 Struggles on the Frontier of Control over Professional identity: Leading cases from Canada *International Labour Process Conference*, University College Dublin, Dublin, Ireland March 18-20
- Campbell, S. & Helms Mills, J. 2008 The True North Strong and Free, Individually? Business school narratives as a means of differentiation within the organizational field *Qualitative Research in Management and Organization Conference*, University of New Mexico, Albuquerque, NM March 11-13
- Campbell, S. 2007 If a tree falls in the forest...Reproducing organization through text – a hermeneutic analysis of curricula vitae and the *Atlantic Schools of Business Conference Atlantic Schools of Business Conference Proceedings*, Acadia University, Wolfville, NS September 28-30
- Campbell S. and Mills A., 2007 Mind the Gap: Labour process meets sensemaking in the re/creation of identity at work *Critical Management Studies Conference: CMS 5* Manchester, UK July 11-13
- Campbell, S. & Wagar, T. 2006 Factors associated with labor climate: Experience from union officials *Southern Industrial Relations and Human Resources Conference* University of Kentucky, Louisville KY October. Nominated for best paper.

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#### **OTHER PUBLICATIONS**

- Campbell, S. 2013 Report on the impact of workload on the Rule of Law: National Survey Government Lawyers Canadian Association of Crown Counsel, Toronto
- Campbell, S. 2013 Governance and responsibility to develop the profession: Quebec's CRHA drops national aspect of Excalibur competition. *HR Professional* January
- Campbell, S. 2012 Professionals and the new collectivism. *HR Professional* March/April
- Campbell, S. 2012 Teaching supplements to accompany *Industrial Relations* 2<sup>nd</sup> edition Hebdon, R. and Brown, T. Nelson Education Ltd. Toronto
- Campbell, S. 2010. *Metro Halifax Community Resource Guide to Supportive Services for Cancer Second edition*. Capital District Health Authority, Halifax
- Campbell, S. 2004. *Metro Halifax Community Resource Guide to Supportive Services for Cancer* Lancelot Press, Hantsport

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**OTHER CONFERENCES & INVITED TALKS**

Campbell, S. 2015 The Lion, the Witch and the Wardrobe: Magna Carta's legacy as an HRM challenge in the legal workplace De Montfort University Faculty of Business and Law Leicester, UK September 7

Campbell, S. 2015 Competing loyalties: Ethics and decision making for fundraising professionals. Canadian Association of Planned Giving & Association of Fundraising Professionals, Regina SK

Campbell, S. 2014 Critical Life Skills for Academics *Panel at Doctoral Student Consortium CIRA meeting at Congress of Humanities and Social Sciences* May 24-26 Brock University

Campbell, S. 2014 Socialization into the academy. Invited speaker *Doctoral Consortium: Canadian Industrial Relations Annual Conference*, Brock University May 24-26

Campbell, S. 2013 Ethics and the Crown Prosecutor: Working conditions associated with ethical pressures. *Saskatchewan Crown Attorneys Association bi-annual meeting* Saskatoon, November

Campbell, S. 2013 Report on the impact of workload on the Rule of Law: National Survey of Government Lawyers *Canadian Association of Crown Counsel bi-annual meeting* Saskatoon, May 2

Campbell, S. 2012 The recent student activism in Quebec: Implications for labour relations struggle Plenary speaker *Canadian Industrial Relations Association Annual Conference* Calgary, May 29-31

Campbell, S. 2010 Continental Drift in the Legal Profession: The struggle for collective bargaining by Nova Scotia Crown prosecutors Canadian Association of Crown Counsel Conference, Ottawa, November 17-19

Campbell, S. 2009 Workshop developer and lead. A Rich Spectrum of representation *Canadian Industrial Relations Association Annual Conference* Gatineau May 27-29

Closing panel member 2009 – *CRIMT Magog 4 Research Meeting* Magog-Orford, May 8-10

Campbell, S. 2007 Lawyers and Collective bargaining *International Seminar on Knowledge Workers* Magog-Orford, October.

Campbell S. and Mills A., 2007 Mind the Gap: Labour process meets sensemaking in the re/creation of identity at work *Sprott Doctoral Symposium* Carleton University, April

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**CURRENT PROJECTS****Occupational Community in cross cultural contexts**

Co researcher with Dr. Zhou Zhang and Dr. Paul Sinclair, University of Regina; multi-party study with collaborators in China

**Workload and the rule of law**

Principal researcher

**Labour Relations Officers – Labour Climate Project  
(includes a Mitacs Globalink Research Intern)**

Co researcher with Dr. Johanna Weststar, Western University

**The Canadian Business Schools in a post-2008 crisis institutional framework****STUDENT SUPERVISION**

Emmanuel Owusu Banahene, MHRM Research project (in progress) What HRM practices enhance the performance of SMEs?	2015-2016
Philip Moleski, MBA Research Project (in progress) An analysis of organizational design factors for consideration in the formation and ongoing operations of Investment Services areas within Public Sector Pension Administration Organizations in Canada	2015-2016
David A. Wilkie, Executive MBA Capstone Research Paper (completed) Do the hours you spend using information and communications technologies affect your work life balance?	2015

**ACADEMIC COMMUNITY CONTRIBUTION***Academic community service*

Program Coordinator, OT Division (3 year progressive executive) Administrative Sciences Association of Canada	2015-2018
Executive Committee member-at-large	2015-2017
Conference committee member Canadian Industrial Relations Association	2015-2016
<i>Administrative service, University of Regina</i>	
Committee member, Dean's Advisory Council	2015-2017
Member, Executive of Council	2015-2017
Member, Mobilization Committee, URFA	2014, 2015
Committee Member, President's Fund and SSHRC General Fund Faculty of Graduate Studies, U of R	2013-2016
Committee member, Undergraduate Studies, Scholarships and Admissions Faculty of Business Administration, U of R	2013-2015
Faculty representative to First Nations University	2014-2015
Faculty representative to Fine Arts	2013-2014

*Student support*

Instructor, Based in Business intensive for Canadian Forces personnel	2014, 2015
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Coach, ICBC Ethics team	2014
Coach, JDCWest Human Resource Management team	2014-2015
Advisor, Judge of RE-Art exhibit	2014
Sustainability Week; University of Regina Student Union	
Judge, Handyside Ethical and Social Responsibility Award	2010

Reviewer for Journals:

International Journal of Organizational Analysis; Organization; Relations Industrielles/Industrial Relations; Work, Employment and Society; Global Review; Culture and Organization

Reviewer for Conferences:

British Academy of Management, Administrative Sciences Association of Canada, Atlantic School of Business Conference, Canadian Industrial Relations Association

Reviewer for Publishers:

Sage Publishing, Oxford University Press; Thomson Nelson

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**ACADEMIC PROFESSIONAL DEVELOPMENT**

Jesuit pedagogy: Teaching to Imagination with Eric Hanna Professional development workshop, Campion College	2015
Cultural competency with Dr. Winona Wheeler Canadian Industrial Relations Association, Regina Branch	2014
LexisNexis seminar	2014
NVivo seminar University of Regina Centre for Teaching and Learning	2014
Academic Misconduct workshop for faculty University of Regina Centre for Teaching and Learning	2014
Summer Teaching Institute: Course (re)design University of Regina Centre for Teaching and Learning	2013
Richard Ivey School of Business Case method teaching immersion - February Case writing workshop - May	2013
New Faculty Orientation - University of Regina	2012
Canadian eLearning Conference & Dalhousie Conference on University Teaching and Learning	2011 & 2008
Atlantic Schools of Business PhD Consortium	2011/10
CRIMT PhD symposia and summer schools	2010/09/07/06
International Labour Process Conference PhD student workshop New Brunswick, NJ	2010



Trust Me - I'm a Researcher Ethics in Research workshop International Labour Process Conference Dublin	2008
Saint Mary's University annual faculty workshops on student engagement	2008/09
Critical Management Studies Conference PhD workshop Manchester	2007

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### PROFESSIONAL MEMBERSHIPS

British Academy of Management, Canadian Industrial Relations Association  
Administrative Sciences Association of Canada, Labor and Employment Relations Association  
Human Resources Professionals Association, Institute of Public Administration of Canada

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### PREVIOUS WORK EXPERIENCE

<b>Sector Capacity Consulting</b> , Halifax NS <b>Project Director</b> <i>Consultation, research, analysis and support to community and social service organizations. Provincial and national collaboration and partnerships.</i>	2003 - 2010
<b>Public Service Commission, Province of Nova Scotia</b> , Halifax NS <b>Director of HR Systems and Corporate Development</b> <i>Central agency of government providing policy and program direction in human resource management, serving 10,000 government employees and public service pensioners; advises the broader public sector.</i>	1997 - 2003
<b>Arbitrator</b> , Canadian Motor Vehicle Arbitration Program Adjudicate cases in consumer/manufacturer disputes; write final awards that are binding on parties.	1994- 2014
<b>Various HRM and general management positions</b> <b>Automotive, Consumer goods, Mining and Banking sectors</b>	1985 - 1997

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### PROFESSIONAL DEVELOPMENT

Certificate in Strategic Management - York University, Toronto  
Executive Development Program, Government of Nova Scotia  
Strategic Communications, Strategic Thinking, Coaching, and Leadership at the Speed of Change  
Canadian Dispute Resolution Corp. Mediator certification