

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

Hill & Levene Schools of Business
University of Regina
Regina Canada

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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, *Carleton University Ph.D. Thesis*.
- 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? *Carleton University Master's Thesis*.
- 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
- Dean's Honour List

Academic Positions

- 2024 - Present **Dean**
Hill & Levene Schools of Business, Faculty of Business Administration
University of Regina
- 2024 - Present **Professor**
Hill & Levene Schools of Business, Faculty of Business Administration
University of Regina
- 2022 - 2024
2021 - 2022 **Associate Dean, Undergraduate Programs and Accreditation**
Interim Associate Dean of Undergraduate Programs
Faculty of Business Administration
Memorial University of Newfoundland
- 2022 - 2024 **Associate Professor, Finance** (earned early Promotion and Tenure, effective: September 1, 2022)
- 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

Professional Development

Current

- AACSB Leadership Program - The Deans Journey: From Aspiration to Impact

2025

- Senior University Administrators Course, Centre for Higher Education Research and Development (CHERD), University of Manitoba.
- AACSB International Conference and Annual Meeting, Vienna, Austria

2023

- AACSB Assurance of Learning Seminars, I and II, Tampa, FL.
- AACSB Associate Deans Conference, Boston, MT.

2022

- AACSB International Conference and Annual Meeting, New Orleans, LA.

2021

- AACSB International Conference and Annual Meeting, Virtual Conference.

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	20
Articles in practitioner journals	1
Articles under peer review	0
Articles in refereed conference proceedings	4

Refereed presentations at scholarly conferences	13
Invited Talks	5
Career Total	43

Refereed Articles [20]

1. Fiset, J., Al Hajj, R., Petersen, B.K., Oldford, E. (2025). Do Business Schools Walk the Talk? A Critical Examination of Espoused Values and Reputational Façades. *Academy of Management Learning & Education*, In-Press. <https://doi.org/10.5465/amle.2023.0458>
2. **Oldford E.**, Morrissey, G., Chok, C, Kaushal, K., Dawe, N., Jimenez Ojeda, M. (2024). Co-creating prosperity through social innovation: The role of social finance in Newfoundland and Labrador's community sector. *Social Innovations Journal*, 24, <https://socialinnovationsjournal.com/index.php/sij/article/view/7758>
3. Abukari, A., **Oldford E.**, Jog, V. (2024). Can the sell in May anomaly be enhanced by a size tilt? *Managerial Finance*, 50(7), 1270-1290. <https://doi.org/10.1108/MF-02-2023-0111>
4. 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>
5. **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>
6. **Oldford, E.** (2022). Soft regulation of women on boards: Evidence from Canada. *Business and Society Review*. <http://doi.org/10.1111/basr.12294>
7. 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>
8. 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>
9. **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>
10. **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>
11. Barbour, P., **Oldford, E.** (2022). Student-led venture capital funds: An exploratory study of emerging best practices, *Journal of Financial Education*, 48.
12. 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>
13. 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>
14. 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>
15. **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>

16. **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>
17. **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>
18. 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>
19. **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>
20. **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 [6]

1. **Oldford, E.**, 2024, Inspiring Leadership Forum, Saskatchewan Leaders Panel, Regina, SK.
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

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 • Discussion on instructors' experience during return to Memorial University's campus
August 3, 2021	BBC Worklife, Christine Ro • 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

- October 5, 2018
 - Discussion on the launch of The Fund
 Academica Group Today's Top Ten in Higher Ed
- October 3, 2018
 - ["MUN launches student-managed The Fund"](#)
 AllNewfoundlandandLabrador.com
- October 2, 2018
 - "MUN Trading Lab named after grad"
 The Telegram, The Western Star & The Central Voice
- October 2, 2018
 - ["Memorial University school of business launches first student-managed investment fund"](#)
 NTV
- October 11, 2018
 - ["MUN's business faculty launches student-managed investment fund"](#)
 The Gazette
- ["Real money, real experience"](#)

Supervision of Students

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 |
| 4. Russell Noseworthy | Equity research on NV5 Global Inc. |
| 5. Mattias Lang | Position reviews on BMO and BCE |
| 6. Nathan Lang | Equity research on Quipt Home Medical |

7. Pedro Gruner

Real estate valuation model

Winter 2023 [13]

1. Jared Butt
2. Connor Knight
3. Aedan Pitcher
4. Aryan Falke
5. Russell Noseworthy
6. Ahmed Saad
7. Omar Shehata
8. Bufan Zhao
9. Matthias Lang
10. Mitchell Hand
11. James Lewis
12. Pedro Gruner
13. Fattah Sadat

Equity research on Equitable Bank
Equity research on Pollard Banknote Limited
Equity research on Colliers International
Equity research on dentalcorp
Equity research on Shell
Equity research on Parex Resources
Equity research on Equitable Bank
Equity research on dentalcorp
Equity research on Parex Resources Inc.
Equity research on Equitable Bank
Equity research on Texas Instruments
Equity research on Shell
Literature review of popular music and the economy

Fall 2022 [5]

1. Nathan Young
2. Hector Hernandez
3. Caroline MacDonald
4. Peter Goodridge
5. Soizic Gagnard

Economic outlook on North American equity markets
Equity research on Regeneron Pharmaceuticals
Economic outlook on North American equity markets
Qualitative supply chain management
Evolution of the event industry

Summer 2022 [1]

1. Curtis Knee

Equity research on Intact Financial Corporation

Winter 2022 [4]

1. Nathan Young
2. Ryley Myles
3. Caroline MacDonald
4. Hector Hernandez

Discount rate research and proposal
Social media strategy development and implementation
Equity research on Inmode
Equity research on Encore Wire Corporation

Fall 2021 [2]

1. William Hickey
2. Ryley Myles

Economic outlook on North American equity markets
Equity research on Sabra REIT

Winter 2021 [6]

1. Columbus Guyo
2. Katherine Brown
3. John Dyll
4. Hayden Pardy
5. Jessen Pavaday
6. Julia Druken

Equity research on Gilead Sciences
Sector analysis – Real Estate
Development and documentation of online portfolio tracker for The Fund
Development and documentation of online portfolio tracker for The Fund
Equity research on TransUnion
Equity research on Killam Apartment REIT

Fall 2020 [3]

1. Sam Jacobson
2. Hayden Pardy

Equity research on Whirlpool Corp.
Development, documentation, and implementation of communication processes at The Fund

3. John Dyal	Development, documentation, and implementation of The Fund's ESG framework
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Summer 2020 [1]

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

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>

University of Regina

University-wide	
2024 - Present	Member, Senate
2024 - Present	Member, Executive of Council

Hill and Levene

2024 - Present	Chair, Faculty Council
2024 - Present	Chair, Dean's Executive Council
2025 – Present	Faculty Advisor, University of Regina Impact Investing Fellowship
2024 - 2024	Faculty Advisor, Women's Stock Pitch Competition team

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 Berkum 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 - 2024	Member, Investment Committee, Janeway Children's Hospital Foundation
2019 - 2022	Director, Credit Counseling Services of Newfoundland (CCSNL)