

Dr. Rachael N. Pettigrew

Haskayne School of Business

University of Calgary

EDUCATION

PhD	University of Manitoba , Winnipeg, Manitoba	2014
MSc	University of Tennessee , Knoxville, Tennessee	2000
BA	Berea College , Berea, Kentucky	1997

AWARDS

MRU Distinguished Faculty Award: Scholarship, Teaching & Service	2024
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Certificates

Heads and Chairs: Challenges in Academic Leadership Certificate Centre for Higher Education Research and Development, University of Manitoba	2025
Women in Academic Leadership Certificate Centre for Higher Education Research and Development, University of Manitoba	2024
Indigenous Awareness Training (16-hr), Bow Valley College	2016
Certificate in Higher Education Teaching (CHET) Centre for Higher Education Research and Development, University of Manitoba	2006

ACADEMIC EMPLOYMENT

Associate Dean, Undergraduate Programs & Professor OBHR (Teaching) Haskayne School of Business, University of Calgary	July 2026- Current
Professor (Research) , General Management and Human Resources Bissett School of Business, Mount Royal University	January 2026 – June 2026
Chair , Department of General Management and Human Resource Bissett School of Business, Mount Royal University	August 2023 – June 2026
Associate Professor , General Management and Human Resources Bissett School of Business, Mount Royal University	June 2021 – January 2026
Assistant Professor , General Management and Human Resource Bissett School of Business, Mount Royal University	July 2016 – June 2021
Sessional Instructor University of Manitoba	2003-Current
Mount Royal University	2015-2016
University of Calgary	2016
Ndinawemaaganag Endaawaad (Ndinawe Resource Centre)	2013-2014

Red River College

2013-2014

- Research Coordinator**, Rural Development Institute, Brandon University, MB Oct. 2014 – June 2016
Project funded by Immigration, Refugees and Citizenship Canada through Immigration Research West, University of Manitoba
- Graduate Student Advisor**, Certification of Higher Education Teaching Program 2008-2010
Centre for the Advancement of Teaching and Learning, University of Manitoba
- Research Assistant**, Dr. Karen Duncan, University of Manitoba 2006 – 2010
Project funded by HRSDC
- Online-Asynchronous Course Developer**, Extended Education, University of Manitoba 2007
Project: Developed and delivered 1st year course for online-asynchronous delivery
- Undergraduate Academic Advisor**, University of Tennessee 1998-2000

RESEARCH & SCHOLARSHIP [Purple text indicates student authors]

Refereed Journal Articles & Chapter

- Pettigrew, R. N., & Cawdor, M. (2024). "A good death": One hospice chaplain's approach to end-of-life care. *Work, Employment and Society*, 38(3). doi: 10.1177/09500170241234592
- Chenger, D., & Pettigrew, R.N. (2023). Leveraging data-driven decisions: A framework for building intra-company capability for supply chain optimization and resilience. *Supply Chain Management*, 2(6), 1026-1039. doi: 10.1108/SCM-12-2022-0464
- Kaufman, G., Auðardóttir, A. M., Mazrekaj, D., Pettigrew, R. N., Stambolis-Ruhstorfer, M., Vuckovic Juros, T., & Yerkes, M. A. (2022). Are parenting leaves available for LGBTQ parents? Examining policies in Canada, Croatia, France, Iceland, the Netherlands, and the United Kingdom. In I. Dobrotic, S. Blum, & A. Koslowski (Eds.), *Research handbook on leave policy: Parenting and social inequities in a global perspective*. Edward Elgar. ISBN: 978 1 80037. <https://www.e-elgar.com/shop/usd/research-handbook-on-leave-policy-9781800372207.html>
- Richardson, L.**, & Pettigrew, R. N. (2022). Migrant agricultural workers: A comparative analysis of both policy and COVID-19 response in Thailand, Italy, and Canada. *SN Social Sciences*. doi: 10.1007/s43545-022-00548-9
- Pettigrew, R. N. (2022). Employers' perceived career impact of Canada's parental leave extension from 35 to 61 weeks - "An Empty Gift". *MDPI – Merits*, 2, 170-186. doi: <https://doi.org/10.3390/merits2030013>
- Pettigrew, R. N. (2021). An Untenable workload: COVID-19 and the disproportional impact on women's work-family demands. *Journal of Family & Consumer Sciences*, 113(4), 8-15. doi: <https://doi.org/10.14307/JFCS113.4.8>
- Pettigrew, R. N., & Duncan, K. A. (2021). Fathers' use of parental leave in a Canadian law enforcement organization. *Journal of Family Issues*, 1-31. doi: 10.1177/0192513X20976733

Dias De Vasconcelos, A. L., & Pettigrew, R. N. (2021). COVID-19's disruption of Canada's Seasonal Agricultural Worker Program: Impacts on food supply chain, farmers, temporary foreign workers, families, and consumers. *Journal of Family & Consumer Sciences*, 113(1), 35-39. doi: <https://doi.org/10.14307/JFCS113.1.35>

Pettigrew, R. N. (2020). Canadian employers' reaction and policy adaptation to the extended, 61-week parental leave. *Canadian Studies in Population*, 47(1-2), 97-109. doi: 10.1007/s42650-020-00030-y

Pettigrew, R. N., & Duncan, K. A. (2017). Poking a sleeping bear: The challenge of organizational recruitment for controversial topics. *Community, Work and Family*, 20(1), 35-49. doi: 10.1080/13668803.2016.1270259

Ashton, W., Pettigrew, R.N., & Galatsanou, E. (2016). Assessment of settlement services systems in Western and Northern Canada: Perceptions of settlement provider organizations. *Canadian Ethnic Studies*, 48(3), 69-89 doi: 10.1353/ces.2016.0026

Duncan, K. A., & Pettigrew, R. N. (2012). The effect of work arrangements on perception of work-family balance. *Community, Work & Family*, 15, 403-423. doi: 10.1080/13668803.2012.724832

Professional Journals

Pettigrew, R. N. (2016). A win-win scenario: An employer case study of the bidirectional benefits of newcomer-supportive policies. *Canadian Diversity/Diversité Canadienne*.

Pettigrew, R. N., Ashton, W., & Galastanou, H. (2016). Rural settlement services in Western Canada: An inventory and opportunity assessment. *Canadian Diversity/Diversité Canadienne*.

Research Monographs, Reports & Articles

Pettigrew, R. N., Orton, S., Armstrong, C., Gaetz, S., Biryukov, H., & Chidley, M. (2026). *Investing in tomorrow: The employer case for fertility support in the workplace*. Funded by SSHRC Partnership Engage Grant with Fertility Alberta and Mount Royal University, Calgary. <https://www.fertilityab.com/>

Pettigrew, R. N., Orton, S., Armstrong, C., Gaetz, S., Biryukov, H., & Chidley, M. (2026). *Building families, strengthening the economy: The case for provincial fertility support in Alberta*. Funded by SSHRC Partnership Engage Grant with Fertility Alberta and Mount Royal University, Calgary. <https://www.fertilityab.com/>

Pettigrew, R. N., Prentice, S., & Richardson, L. (2025). *Newcomer women as consumers and providers of childcare: A background report*. Funded by IRCC through Immigrant Research West at University of Manitoba, Winnipeg, Manitoba.

Weins, J., & Pettigrew, R. N. (2025, June 2). *The people shift: What every growth-stage leader needs to get right*. 2025 ScaleUp Drivers Report. Calgary, Alberta.

Pettigrew, R. N., Cabaj, C., & Pelland, Q. (2022). [2022 industry report: Pathways to board work for women and gender diverse people](#): Understanding experiences and barriers. Funded by SSHRC Partnership Engage Grant with DirectHer Network and Mount Royal University, Calgary Mount Royal University, Calgary.

- Pettigrew, R. N. (2021). *Employers' response to the 61-week parental leave extension: Industry research report*. Mount Royal University, Calgary, AB.
- Pettigrew, R. N. (2019, February). *Research brief: Employers' response to the 61-week parental leave extension*. Chartered Professional in Human Resources Alberta, Calgary, Alberta.
- Pettigrew, R. N. (2017, November 17). *UCalgary Indigenous Graduation and Pow-wow*. Canadian Energy Executive Association: The YES Team Newsletter, Issue 2. Calgary, Alberta.
- Pettigrew, R. N. (2017, August 23). *The Black Swan Energy and Blueberry First Nation training initiative*. Canadian Energy Executive Association: The YES Team Newsletter, Issue 1. Calgary, Alberta.
- Ashton, W., Galatsanou, E., Cronkrite, M., & Pettigrew, R. N. (2016). *Immigration in 5 rural Manitoba communities with a focus on refugees: Case studies*. Rural Development Institute: Brandon University, 1-62. Retrieved from <https://www.brandonu.ca/rdi/publication/immigration-in-5-rural-manitoba-communities-with-a-focus-on-refugees/>
- Wilkinson, L., Ashton, W., Yan, M.C., Kirova, A., Garcea, J., Pettigrew, R. N., & Galatsanou, E. (2016). *Welcome to Canada: New demographic and economic realities of increased migration to rural western and northern regions*. Territorial Cohesion for Development Working Group: Document #184, 1-15. Retrieved from https://www.rimisp.org/wp-content/files_mf/1467320375184_Lori_Wilkinson_et_al.pdf
- Ashton, W., Pettigrew, R. N., & Galastanou, H. (October, 2015). *Territorial report-Immigration settlement services and gaps in Citizenship and Immigration Canada's western region: Northwest Territories, Yukon and Nunavut*. Rural Development Institute, Brandon: IRCC Funded. <https://www.brandonu.ca/rdi/files/2015/09/Northwest-Yukon-Nunavut-report.pdf>
- Ashton, W., Pettigrew, R. N., & Galastanou, H., & Wilkinson, L. (2015, April). *Immigration settlement services and gaps in 6 selected rural communities in Manitoba*. Rural Development Institute, Brandon: IRCC funded. <https://www.brandonu.ca/rdi/files/2015/09/Manitoba-Provincial-Report.pdf>
- Ashton, W., Chung Yan, M., Francis, J., Galatsanou, E., Garcea, J., Hirova, A., McCoy, J., & Pettigrew, R. N. (2015, May). *Immigration settlement services and gaps in Citizenship and Immigration Canada's western region*. Rural Development Institute, Brandon: IRCC funded. <https://www.brandonu.ca/rdi/files/2015/09/Western-Canada-report.May-2015.pdf>
- Pettigrew, R. N. (2014). *Parental leave use by male employees: Corporate culture, managerial attitudes, and employees' perceptions* (Doctoral dissertation). Retrieved from <http://hdl.handle.net/1993/23973>.
- Duncan, K. A., Pettigrew, R., & Berry, R. E. (2008). *Work arrangements and the experience of work-life balance*. Human Resources and Social Development Canada funded: Ottawa.
- Pettigrew (Hawley), R. N. (2000). *Work satisfaction among women in dual-earner marriages* (Master's thesis). University of Tennessee. https://trace.tennessee.edu/utk_gradthes/6443/

Refereed Conference Presentations

- Pettigrew, R. N. (2026, June 18). *Canadian Employees Receiving Fertility Care: Career Impact, Employer Support & Policy Best Practices*. Abstract presented at the Work and Family Research Network Conference, Montreal, Canada
- Stecy-Hildebrandt, N., Pettigrew, R., Wadhwa, M., & Doucet, A. (2026, June 19). *Parental leave inequities in Canada: An exploration of employer-provided wage top-ups*. Abstract presented at the Work and Family Research Network Conference, Montreal, Canada
- Pettigrew, R. N. (2025, August 20-22). *The hill gets steeper the higher you climb: 3 paths of women's board ambitions*. Abstract presented at the WORK2025 Conference, Turku Centre for Labour Studies TCLS, University of Turku, Finland.
- Pettigrew, R. N. (2025, May 14). *The importance of dads taking parental leave in STEM fields*. Abstract presented at the GeoConvention National Conference, Calgary, Canada.
- Pettigrew, R. (2024, June 23-28). *Does child and elder care responsibilities impact women's board experiences?* Abstract presented at the XXV World Congress of the International Federation for Home Economics (IFHE); Galway, Ireland.
- Pettigrew, R. N., & Cabaj, C. (2024, June 19-22). *Reducing barriers to entry for women seeking board work*. Abstract presented at the Work and Family Research Network Conference, Montreal, Canada.
- Livingston, B., Cluley Bar-Or, H., DeGroot, J., Behson, S., Rowe, W., & Pettigrew, R. N. (2024, June 20-22). *Leaders, Flexibility, Inclusion and Wellness*. Workshop delivered at the Work and Family Research Network Conference, Montreal, Canada.
- Pettigrew, R., & Cabaj, C. (2022). *Pathways to board work for women: Understanding experiences and barriers*. Presented to Congress: Canadian Industrial Relations Association Conference, York University, Toronto, Ontario.
- Pelland, Q., & Pettigrew, R. N. (2022, October 19). *Women's role in governance: Women's perceived barriers to achieving their government and not-for-profit board ambitions*. Presented to Metropolis Identities Summit, Winnipeg, Manitoba.
- Pettigrew, R. N. (2022, October 19). *Work interruption stigma: Employers' perception of the career impact of 61-week Parental Leave*. Presented to Metropolis Identities Summit, Winnipeg, Manitoba.
- Berger, K., Thomas, M., Pettigrew, R. N., & Young, L. (2022, Sept. 16). *The role of candidate school in diverse candidate emergence: An exploratory study of AskHer Calgary*. Paper presented at Prairie Politics Association 2022 Conference, Banff, Alberta.
- Pettigrew, R. N. (2022, June 23-25). *The ripple effect: Heavy emotional labour work demands and the role of perceived individual, family, and community impact*. Paper presented at the Work and Family Research Network Conference, New York, NY, USA.
- Richardson, L., & Pettigrew, R. N. (2021, October 13). *Canada, Italy and Thailand: A comparative analysis of policies and how COVID-19 responses impacted migrant workers in the agricultural sector*. Paper presented at the National Metropolis Conference, Virtual Delivery, Toronto, Canada.

- Pettigrew, R.N., & **Dobson, R.** (2021, August 25). *Managers' and male Employees' perceptions of work-family and family-work conflict in a Canadian law enforcement organization*. Paper presented at the 2021 Work, Employment and Society Conference. Royal Welsh College, Cardiff, United Kingdom.
- Pettigrew, R. N. (2021, June 1). *The empty gift: Canadian employers' perception of the career impact of the extended, 61-week parental leave*. Paper presented at the 2021 Congress of the Humanities and Social Sciences, Canadian Sociological Association's Gender at Work, Gendered Work Session, held virtually by University of Alberta.
- Pettigrew, R. N. & **Dias De Vasconcelos, A. L.** (2020, November 12). *Canada's Seasonal Agricultural Worker Program: Impacts of COVID-19 on the food supply chain, farmers*. Paper presented at the National Metropolis Conference, National Virtual Delivery, Canada.
- Pettigrew, R. N. (2020, September 22). *Oil & gas sector's response to the new extended, 61-week parental leave*. Abstract presented at the GeoConvention National Conference, Virtual Delivery, Canada.
- Pettigrew, R. N. (2020, September 2- 4). *The empty gift: Canadian employers' perception of the career impact of the extended, 61-week parental leave*. Abstract accepted for presentation at Work, Employment and Society Conference, Royal Welsh College, Cardiff, United Kingdom. (Conference cancelled-COVID-19).
- Pettigrew, R. N. (2020, June 1- 4). *The empty gift: Canadian employers' perception of the career impact of the extended, 61-week parental leave*. Abstract accepted for presentation at 2020 Congress of the Humanities and Social Sciences, Canadian Sociological Association's Gender at Work, Gendered Work Session, at Western, London, Ontario. (Conference cancelled-COVID-19-not presented).
- Pettigrew, R. N. (2019, May 24). *Transition to fatherhood: Time off work and informal leave strategies for employed Canadian fathers*. Paper presented at the 8th International Community, Work and Family Conference, Valetta, Malta.
- Chenger, D., & Pettigrew, R. N. (2019, May 13-15). *Re-thinking the operating model with integrated operations*. Abstract presented at the GeoConvention National Conference, Calgary, Alberta.
- Chenger, D., & Pettigrew, R. N. (2019, May 3-6). *Big data: Re-thinking the operating model*. Abstract presented at the Production and Operations Management Society Conference, Washington D.C.
- Pettigrew, R. N. (2019, March 26). *Canadian Employers' reaction and adaptation to extended parental leave*. Paper presented at the Vanier Institute's Families in Canada Conference, Ottawa, Ontario.
- Pettigrew, R. N. (2018, June 21). *Managers' perceptions of male employees' need for work-life balance*. Paper presented at the Work and Family Research Network Conference, Washington DC.
- Pettigrew, R.N., & Ashton, W. (2018, March 23). *Rural refugee resettlement: Successes and challenges from the settlement services perspective in 5 Manitoba Communities*. Abstract presented at the 20th National Metropolis Conference, Calgary, Alberta.
- Chenger, D., & Pettigrew, R. N. (2018, March 7-10). *Organizational benefits of incorporating a real time decision making model and big data: Real or perceived?* Paper presented at the 2018 Western Academy of Management Conference, Salt Lake City, UT.

- Pettigrew, R. N. (2017, May 26). *Refugee settlement in rural Canadian communities: Implications for community and service capacity, integration, and employment*. Paper presented at the Community, Work and Family 7th International Conference, Milan, Italy.
- Pettigrew, R. N., & Duncan, K. A. (2017, May 26). *Male employees' perceptions of supervisor family support*. Paper presented at the Community, Work and Family 7th International Conference, Milan, Italy.
- Pettigrew, R. N. (2017, May 15). *Managerial support for and the career impacts of the use of parental leave\ by male employees*. Paper presented at the GeoConvention National Conference, Calgary, Alberta.
- Pettigrew, R. N., & Hanna, M. (2017, May 15). *Disproportionately unemployed: The gendered impact of the economic downturn on geoscientists in Alberta*. Abstract presented at the National GeoConvention Conference, Calgary, Alberta.
- Chenger, D., & Pettigrew, R. N. (2017, May 5). *Asset optimization through integrated operations*. Abstract presented at the Production and Operations Management Society Conference, Seattle, Washington, USA.
- Pettigrew, R. N., & Penner, L. (2016, May 31). *I support parental leave, but...: A mixed method review of managers' and employees' support of parental leave use*. Abstract presented at 2016 Congress of the Humanities and Social Sciences, University of Calgary, Alberta.
- Ashton, W., Pettigrew, R. N., & Galatsanou, E. (2016, October). *Refugees in Manitoba: Small centre settlement*. Presented at Canadian Institute for Identities and Migration (CIIM) & Immigration Research West Regional Symposium, University of Manitoba, Winnipeg, Manitoba.
- Pettigrew, R. N., Ashton, W., & Galastanou, H. (2016, March 5). *Immigration settlement services and gaps in Northwest Territories, Yukon and Nunavut*. Paper presented at 18th National Metropolis Conference, Toronto, Ontario.
- Lemky, K., Ashton, W., Pettigrew, R.N., & Galastanou, H. (2016, March 3). *Immigration settlement services in the Western Region: Focus on capacity*. Paper presented at 18th National Metropolis Conference, Toronto, Ontario.
- Pettigrew, R. N., & Duncan, K. A. (2015, May). *Poking a sleeping bear: The challenge of organizational recruitment for controversial topics*. Paper presented at the Community, Work and Family 6th International Conference, Malmo, Sweden.
- Duncan, K. A., & Pettigrew, R. N. (2015, May). *Parental leave use by male employees: Use and support within a Canadian law enforcement organization*. Paper presented at the Community, Work and Family 6th International Conference, Malmo, Sweden.
- Pettigrew, R. N. (2015, March). *A win – win scenario: An employer case study of the bi-directional benefits of newcomer supportive policies*. Presented at 17th National Metropolis Conference, Vancouver, British Columbia.
- Wilkinson, L., Ashton, W., Kirova, A., Yan, M., Garcea, J., Pettigrew, R. N., & Galastanou, H. (2015, March). *Welcoming services for newcomers in rural and small towns in western Canada*. Presented at 17th National Metropolis Conference, Vancouver, British Columbia.

- Pettigrew, R. N. (2012, July). *Managerial support for fathers' parental leave use in Canada*. Paper presented at the International Federation for Home Economics, Melbourne, Australia.
- Duncan, K. A., & Pettigrew, R. N. (2011, May). *The effect of work arrangements on the perception of work family balance*. Paper presented at Community, Work and Family IV International Conference, Tampere, Finland.
- Pettigrew, R. N., & Duncan, K. A. (2011, May). *Time crunch and the work arrangements that help or hinder: A thirteen-year review of Canadian family time use*. Paper presented at Community, Work and Family IV International Conference, Tampere, Finland.
- Pettigrew, R. N., & Duncan, K. A. (2009, December). *Household expenditures: Insights on outsourcing from the Survey of Household Spending*. Presented at the Financial Forum III Conference, Calgary, AB.
- Duncan, K. A., Pettigrew, R., & Berry, R. E. (2008, December). *Juggling with one hand: Managing work-family balance as a single parent*. Paper presented at the 4th Symposium of the Population, Work, and Family Policy Research Collaboration (PWFC), Ottawa.
- Duncan, K. A., Pettigrew, R., & Berry, R. E. (2008). *Work-family balance: Do work arrangements matter?* [Abstract]. IFHE Abstract Book, Research Papers: XXI World Congress (p. 5). International Federation for Home Economics, Bonn, Germany.
- Pettigrew, R., Duncan, K. A., & Berry, R. E. (2008). *A longer term view of time crunch: Thirteen years of Canadian family time use* [Abstract]. IFHE Abstract Book, Research Papers: XXI World Congress (p. 69). International Federation of Home Economics, Bonn, Germany.
- Duncan, K. A., Pettigrew, R., & Berry, R. (2008, March). *Work arrangements and the experience of work family balance*. Paper presented to HRSDC (funding body), Ottawa, Ontario.
- Duncan, K. A., Pettigrew, R., & Berry, R. (2007, December). *The effect of work arrangements on work family balance and time crunch: Evidence from the 2005 General Social Survey*. Paper presented at the 3rd Population Work and Family Symposium, Ottawa, Ontario.

Refereed Poster Presentations

- Vriend, D., Pettigrew, R. N., Shi, S., Armstrong, C., Link, B., Guest, A., & Orton, S. (2026, September). *Workplace impacts of fertility treatment while employed in Alberta, Canada: A patient survey*. Poster accepted for presentation at the Canadian Fertility & Andrology Society Conference, Calgary, Alberta.
- Pettigrew, R. N., & Senarathne Tennakoon, U. (2016, June). *Speaking from experience: A qualitative review of managers' and employees' perceptions of the career impacts of parental leave use*. Poster presented at the Work and Family Research Network Conference, Washington DC, USA.
- Pettigrew, R. N. (2016, June). *Inflated self-perception? Managers' self-report and male employees' perception of supervisor family support*. Poster presented at the Work and Family Research Network Conference, Washington DC, USA.
- Swift, A., Pettigrew, R., & Piotrowski, C. C. (November, 2010). *Paid employment and physical and psychological well-being in urban Canadian women*. Poster presented at the CIHR Institute of Gender and Health Conference, Toronto, Ontario.

Piotrowski, C. C., Swift, A., Adebayo, D. O., Kreklewetz, C., & Pettigrew, R. N. (June 2009). *Women's conflict styles across family relationships: Similarities and differences with partners, children, and parents*. Poster presented at the Canadian Psychological Association meeting, Montreal, Quebec.

Piotrowski, C. C., Swift, A., Pettigrew, R., & Adebayo, D. O., & Kreklewetz, C. (June 2009). *Linking family conflict style with women's health: A common-based study*. Presented at the Canadian Public Health Association, Winnipeg, Manitoba.

Piotrowski, C. C., Swift, A., Kreklewetz, C., Pettigrew, R., & Adebayo, D. O. (August 2009). *Linking conflict style with women's health*. Poster presented at the American Psychological Association Conference, Toronto, ON.

Panel Organizing & Moderation

Pettigrew, R. N. (2023, May 31). *Pathways to board work for women: Understanding experiences and barriers*. Panel included Chantel Cabaj, Annie Korner, Sharon Castellino at the Chartered Professional Accountants of Canada. 2023 ESG National Virtual Symposium, Toronto.

Pettigrew, R. N. (2023, March 22). *Working-from-home: Risks and rewards*. Panel included Dr. Heejung Chung, Dr. Laura Hambley Lovett & Tammy Arseneau (Suncor VP HR). MRU BCSA International Women's Day, Calgary, Alberta.

Pettigrew, R. N. (2023, March 22). *Embracing Risk Taking*. Panel included Shenneille Henry, Tamara Cardinal, Katherine Martens, April Hicke, Sierra Nunno. MRU BCSA International Women's Day, Calgary, Alberta.

Pettigrew, R. N. (2022, October 19). *Exploring persistent challenges facing women in the workforce*. Panel includes Dr. Susan Prentice, Quinn Pelland, and myself, Metropolis Identities Summit, Winnipeg, Manitoba.

Pettigrew, R. N. & DeGroot, J. (2022, June 25). *What is the role of fathers and leaders in work-life justice?* Including: Dr. David Smith, Dr. Scott Behson, Dr. Richard Petts. Workshop at the Work and Family Research Network Conference, New York, NY, USA.

Pettigrew, R. N. (Moderator) (2022, March 8). Panel: *Allyship on the path to gender equity*. Including: Clearsky, E., Murphy, A., Gadamssetti, S., & Arthrell, E. MRU Faculty of Business and Communication Studies International Women's Day [Virtual Conference], Calgary, Alberta. <https://www.mtroyal.ca/ProgramsCourses/FacultiesSchoolsCentres/Business/international-womens-day.htm>

Pettigrew, R. N. (Moderator) (2021, March 12). *Fireside chat: Path to politics: Breaking barriers and building communities, with Anna Murphy*. MRU Faculty of Business and Communication Studies International Women's Day [Virtual Conference], Calgary, Alberta. <https://www.youtube.com/watch?v=pVG5oiAmHE0&t=224s>

Pettigrew, R.N. (Moderator) (2021, March 12). *Fireside chat: COVID-19, women's employment, and the critical role of childcare with Dr. Susan Prentice*. 10 Conversations with amazing women. MRU Faculty of Business and Communication studies International Women's Day [Virtual Conference] Calgary, Alberta. <https://www.youtube.com/watch?v=jdkVBY3keho&t=8s>

Pettigrew, R. N. (Moderator) (2019, March 8). *Panel: Allyship on the path to gender equity*. Including: Williams, A., Stika, J., Pearson, N., Woods, K., & Blackmore-White, P. **Women in Leadership During a Time of Disruption**. MRU Faculty of Business and Communication Studies International Women's Day, Calgary, Alberta.

Workshop organizer. (2018, March 23). *Perspectives on refugee settlement and integration across Canada*. 20th National Metropolis Conference: Immigration Futures, Calgary, Alberta.

INVITED TALKS

Keynote Presentations

Pettigrew, R. N. (2026, March 3). *Beyond Compliance: The ROI of Exceeding Employee Expectations*. [Virtual Workshop]. Engineers Geoscientists Manitoba, Winnipeg, Manitoba.

Pettigrew, R. N. (2025, June 20). *Parental leave navigator: Strategies for success in work and family balance*. Young Women in Energy. [Virtual Workshop, panel discussion with Pettigrew, R. N., McAteer, C., Hynes, G. & Hawco, J.] Calgary, Alberta.

Pettigrew, R. N. (2024, November 19). *Recruitment and retention: Persistent barriers for women*. Operationalizing DEI Workshop Series. Young Women in Energy, Calgary Alberta.

Pettigrew, R. N. (2024, September 26). *Women in senior leadership: Managing challenging behaviours*. [Virtual presentation] Inalde Business School-Executive Education, Cundinamarca, Columbia

Pettigrew, R.N. (2023, March 23). *Putting people, equity and inclusion at the centre of climate action*. Pembina Institute Thought Leaders Conference. Calgary, Alberta.

Pettigrew, R.N. (2023, February 10). *Advancing diversity, equity and inclusiveness in the energy and resources sector*. Ernst & Young. National Virtual Presentation, Canada.

Pettigrew, R.N. (2022, November 22). *The role of gender on parental leave use*. Imperial Oil's Family Care Network. National Virtual Presentation, Canada.

Pettigrew, R. N. (2022, October 27). *Envisioning the future of work: Building more inclusive workplaces*. The Ruth Woods Lecture. Berea College, Kentucky, USA [1,100 attendees]

Pettigrew, R. N. (2021, June 12). *Gender in the workplace: Fathers' use of parental leave*. Invited Keynote for event called "Return on Involvement" hosted by NextGenMen. A virtual event, Alberta. <https://www.youtube.com/watch?v=LZ4fxwHi9uA>

Pettigrew, R. N. (2019, Oct. 23). *Laying the foundation: How policy supports or limits employees' work-life balance*. Cenovus, Invited Presentation to HR leadership Team followed by strategy session. Calgary, Alberta.

Pettigrew, R. N. (2019, September 23). *Creating a supportive organizational culture*. Schlumberger Canada Headquarters, invited keynote for Women's Network event, Calgary, Alberta.

Pettigrew, R. N. (2019, Sept. 10). *Laying the foundation: How policy supports or limits women's work-life balance*. EUCI: Leadership Conference: Women in Oil and Gas-Canada, invited keynote., Calgary, Alberta.

- Pettigrew, R. N. (2019, June 4). *Challenging assumptions: Gender in the workplace*. Chevron Canada Headquarters, invited keynote for Women in Chevron's Lunch and Learn Series, Calgary, Alberta.
- Pettigrew, R. N. (2019, March 8). *Challenging assumptions: Gender in the workplace*. Schlumberger Canada Headquarters invited keynote for International Women's Day event, Calgary, Alberta.
- Pettigrew, R. N. (2018, November 6). *Building a welcoming organizational culture for professional newcomers*. Business Leaders Breakfast Edmonton Region Immigrant Employment Council. Art Gallery of Alberta, Edmonton, Alberta.
- Invited Panelist**
- Doucet, A., Yerkes, M., Koslowski, A., & Pettigrew, R. (2026, June 19). *Book Forum: Care Leaves and Care Time for All: Towards Caring Democracies, Economies, and Worlds* [Author Meets Readers Session]. Work and Family Research Network Conference, Montreal.
- Doore, L., Big Snake, M., Pettigrew, R. N., & Cave, A. (2026, May 21). *Indigenous Curricular Developments: MRU and Old Sun Community College Partnership*. ASAC: Indigenous Colloquium - organized by Dr. David Deephouse, Grey Eagle, Calgary, Alberta.
- Pettigrew, R. N., Platts, R., Stawnychko, L., & Boman, J. (2026, May 4). *Exploring change in post-secondary education*. Mount Royal Faculty Association's 2026 Faculty Retreat, Kananaskis, Alberta.
- Doucet, A., Pettigrew, R. N., & Fuller, S. (2026, March 31). *Caring While Working - Rethinking Burnout Through a Gendered Lens*. Conference Board of Canada: Council on Inclusive Work Environments (CIWE), Virtual National Event, Canada.
- Pettigrew, R. N., Campbell, H., Lee, C., & Bjarnason, A. (2025, February 27). *Learning to lead: The power of systems change*. Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT) Conference, Calgary, Alberta.
- Shukla, G., Flynn, R., Prasad, S. & Pettigrew, R. (2024, November 14). *Whole men at work*. Momentum Summit, hosted by NextGenMen & Women and Gender Equality Canada. Calgary, Alberta.
- Pettigrew, R.N. (2023, October 14). *HR Leaders Community: Overcoming unconscious bias in the workplace*. Nigerian HR Association. Virtual Canadian National Event, Toronto.
- Pettigrew, R. N., Mangino, K., Fisher, S., & Saxbe, D. (2023, June 16). PANEL: *Why Paternity Leave is Crucial for Dads*. Fathering Together: Fathers' Fridays Discussion Series. USA.
<https://www.youtube.com/watch?v=UEW0yiI2vno>
- Beacom, A., Campbell, S. Pettigrew, R.N., & DeGroot, J. (2022, February 10). *ThirdPath Townhall: Getting started! Supporting all genders to play an active role in caregiving*. ThirdPath Institute, Pennsylvania, USA [Virtual]. <https://www.youtube.com/watch?v=40FsxvY4-fU&t=1745s>
- Pettigrew, R. N., Thomas, M., & Young, L. (2022, November 17). *Come together: Creating impact through community collaboration*. Ask Her YYC, Platform Calgary, Calgary, Alberta.
- Count Women In: Womxn Belong in the Council Chambers. (2020, Oct. 22). Hosted by Ask Her YYC, 2-hour virtual event, Moderated panel of 3 women, Calgary, Alberta.
<https://www.youtube.com/watch?v=2hpSOhLuHQs>

Young Women in Energy Summit. (2018, Nov. 3). *Women, politics and government*. 2018 Young Women in Energy Summit. Pomeroy Kananaskis Mountain Lodge, Alberta.

Women in Leadership. (2018, October 10). *The business imperative for building an inclusive organizational culture*. Schlumberger Canada's 5th North American Women in Energy Forum. Fairmont Palliser, Calgary, Alberta.

Deloitte. (2018, October 2). *Beyond optics: Building and inclusive organization*. Deloitte 360 Conference. Calgary, Alberta.

Deloitte. (2018, April 17). *Beyond optics: Building and inclusive organization*. Deloitte 360 Conference, Edmonton, Alberta.

Industry Presentations

Pettigrew, R.N., & Stika, J. (2023, June 21). *The role of gender of parental leave use*. Calgary Exchange Group [CEG association of human resources professionals]. Calgary, Alberta.

Pettigrew, R. N. (2020, September 26). *Gender in leadership*. Invited presentation delivered to the 2nd Prepare Her cohort hosted by Ask Her YYC, Calgary, Alberta.

Pettigrew, R. N. (2020, May 30). *Gender in leadership*. Invited presentation delivered to the 1st Prepare Her cohort hosted by Ask Her YYC, Calgary, Alberta.

Pettigrew, R. N. (2017, February 7). *Inclusion and unconscious bias in the workplace*. Invited presentation to Chic Geek, Calgary, Alberta.

Pettigrew, R. N. (2016, November 14). *Weighing your options: The potential impacts of different work arrangements for women*. GeoWomen of Calgary, University of Alberta's Calgary Campus, Alberta.

Pettigrew, R. N. (2015, November 4). *Work and life balance: Considerations for practitioners and career coaches*. Presented at Canada Career Week Virtual Summit for Career Professionals, Career Professionals of Canada, Toronto, Ontario.

Pettigrew, R. N. (2014, March 21). *The influence of families' childcare and employment choices on spousal support*. Conference Presenter at the Continuing Education Conference, Law Society of Manitoba, Winnipeg, Manitoba.

Pettigrew, R. N. (2013, May 10). *The gendered use of leave and its impact*. Presented at the Momentum Conference, Manitoba Chapter for Advancing Women in Engineering, Science and Technology, Winnipeg, Manitoba.

Pettigrew, R. N. (2012, June 15). *The Canadian family context and your evolving financial practice*. Presented to the 2012 AGM & Conference for Credit Counseling Canada, Winnipeg, Manitoba.

Duncan, K. A., & Pettigrew, R. N. (2011, November 11). *Canadian time use*. Presented to the Canadian Federation of University Women, University Women's Club, Winnipeg, Manitoba.

Pettigrew, R. N., & Duncan, K. A. (2010, October). *Buying time: The use of outsourcing in the Canadian family*. Paper presented at the Manitoba Association of Home Economists Conference, Winnipeg, Manitoba.

Pettigrew, R. N. (2010, March 5). *The changing family and your evolving practice*. Conference Presenter at the “Til Death Do Us Part...and Beyond” Conference, Law Society of Manitoba, Winnipeg, Manitoba.

Campus Presentations

Pettigrew, R. N., & Orton, S. (2026, April 20). *Future of fertility: Strengthening Alberta's economy and workforce*. Mount Royal University Ideas Lounge. SSHRC Research Dissemination event, Calgary, Alberta.

Pettigrew, R. N. (2023, December 1). *My research agenda: Engaging industry, community & students*. Invited by Dr. Van der Byl to present at MRU Board of Governors meeting, Mount Royal University, Calgary, Alberta.

Pettigrew, R. N., & Cabaj, C. (2023, April 29). *Pathways to board work: A community discussion*. SSHRC Research Dissemination Event. MRU Library, Mount Royal University, Calgary, Alberta.

Acedo, J., Dosani, A., Pettigrew, R., & Varella Connors, R. (2022, April 21). *Elements of success: Grant writing across funding agencies*. Hosted by Yvonne Kjorlien of Office of Research, Scholarship and Community, Mount Royal University, Calgary, Alberta.

Pettigrew, R. N. (2020, November 20). *61-week parental leave extension: Employers' reaction, policy adaptation and perceived career impact*. Presented to the Faculty of Business and Communication Studies' Brains for Breakfast, Mount Royal University, Calgary, Alberta.

Campus Workshops

Edgar, P., Gillanders, C., Hamilton, L. Roy Heaton, C., & Pettigrew, R. N. (2025, January 10). *Teaching with cases* [Moderator]. MRU BCSCA Elevate Series, Calgary, Alberta.
<https://www.youtube.com/watch?v=45gkPo3T2C0>

Hamilton, L., Van der byl, C., Dwyer, A., Chenger, D., Pettigrew, R., Hart, K., & Asgharzadeh, R. (2024, November 1). *Writing & publishing cases*. [Moderator] MRU BCSCA Elevate Series, Calgary, Alberta. <https://www.youtube.com/watch?v=CFQFowqsRCU&t=44s>

Ju, R., Pang, C., Pettigrew, R., Kjorlien, Y., & Hamilton, L. (2024, October 10). *SSHRC Partnership Engage Grants (PEG) Workshop*. Mount Royal University, Calgary Alberta.
https://www.youtube.com/watch?v=dIrlzy_Q2AA

Cook, C., Vanderwerfflan, M., Pettigrew, R. N., & Antioquia, A. (2017, May 9). *Building and inclusive classroom*. Mount Royal Faculty Association Professional Development Workshop. Kananaskis, Alberta.

Pettigrew, R. N. (2014, November). *Work-life balance and faculty life*. The Centre for the Advancement of Teaching and Learning, University of Manitoba, Winnipeg, Manitoba.

Pettigrew, R. N. (2013, January). *Graduate students and work-life balance: A journey not a destination*. Certificate of Higher Education Teaching program, The Centre for the Advancement of Teaching and Learning, University of Manitoba, Winnipeg, Manitoba.

Pettigrew, R. N. (2006 - 2012, annually) *Tips for teaching large classes*. The Centre for the Advancement of Teaching and Learning- Faculty & Graduate Student Development Workshop, University of Manitoba, Winnipeg, Manitoba.

Guest Lectures

Pettigrew, R. N. (2024, April 16). *Canadian Populations Shifts & Inclusive Workplace Cultures*. Invited by Jason Swanton, IB Business Instructor at Henry Wise Wood High School, Presented to 2 sections of 10th grade IB Business students for a total 70 students, Calgary, Alberta.

Pettigrew, R. N. (2023, June 8). *Canada's parental leave policy: Impacts on Employers, Managers, and Employees*. Invited by Dr. Karen Duncan of Community Health Graduate Course, CHSC 7232, University of Manitoba [virtual delivery].

Pettigrew, R. N. (2022, October 27). *My career journey: From Berea College to professor*. Berea College: Career Services presentation to undergraduates headed to graduate school. Invited by my Alma Mater, Berea, Kentucky.

Pettigrew, R. N. (2022, October 25). *Research talk*. Child & Family Studies Research Methods class. Berea College, Berea, Kentucky.

Pettigrew, R. N. (2021, March 16). *Canadian parental leave and family employment*. Guest lecture in Sociology of the Family with Dr. Susan Prentice, University of Manitoba [virtual delivery].

Pettigrew, R. N. (2020, December 3). *Family-friendly policies and the gendered use of parental leave*. Guest lecture in FMLY1420: Work and Family Issues with Dr. Karen Duncan, University of Manitoba [virtual delivery].

Pettigrew, R. N. (2020, March 24). *Canadian family policies and the gender context*. Graduate Class in Political & Social Science with Dr. Karl Dahlquist at University West Sweden [virtual delivery].

Media & Industry Interviews

Print media

Dobson, S. (2026, May 7). *'Leading a double life': Fertility and the workplace*. Canadian HR Reporter. <https://www.hrreporter.com/focus-areas/compensation-and-benefits/leading-a-double-life-fertility-and-the-workplace/394405>

Mansukhani, H. (2026, April 21). *Fertility care necessary to sustain Alberta population, grow economy: Researchers*. Calgary Herald. <https://calgaryherald.com/news/local-news/fertility-care-challenges-alberta-population-growth>

Thomas, S. (2025, August 25). *Preparing for the 'tripledeemic' this fall: Research reveals flexibility gaps in new era of illness*. Canadian HR Reporter. <https://www.hrreporter.com/focus-areas/compensation-and-benefits/preparing-for-tripledeemic-this-fall-research-reveals-flexibility-gaps-in-new-era-of-illness/393221>

- MRU. (2024, Fall/Winter). *What are current employment trends and how do we keep up? Flexibility and Autonomy*, Dr. Rachael Pettigrew, pp. 14-15. Mount Royal University Summit Magazine. https://issuu.com/mountroyaluniversity/docs/mount_royal_university_summit_fall_winter_2024
- Assam, S. (2024, August). *Why being a woman in power is not enough to change your organization?* The Philanthropist Journal. <https://thephilanthropist.ca/2024/08/why-being-a-woman-in-power-is-not-enough-to-change-your-organization/>
- Epps, M. (2023, November 1). *Get on board: Ag groups need wider variety of leaders*. Grains West: Connecting Farmers, Food and Ideas. <https://grainswest.com/2023/11/get-on-board/>
- Lewis, N. (2023, May 19). *Lack of sponsorship a key hurdle in more women joining boards*. Chartered Public accountants Canada. <https://www.cpacanada.ca/en/news/atwork/women-boards-study>
- Song, T., & Anderson, L. (2023, April). *Putting people, equity and inclusion at the centre of climate action*. Pembina Institute's Thought Leader Forum Summary Report. <https://www.pembina.org/reports/tlf-march-2023-people-equity-and-inclusion.pdf>
- Jarmain, H. (2023, March 6). *Identifying gender gaps and barriers in board work: MRU and local not-for-profit team up for research project*. Mount Royal University Homepage. <https://www.mtroyal.ca/AboutMountRoyal/MediaRoom/Stories/2023/03/identifying-gender-gaps-and-barriers-in-board-work.htm>
- Mortlock, L. (2023, February 17). *Advancing diversity, equity, and inclusiveness in the energy and resources sector*. <https://www.lancemortlock.com/post/advancing-diversity-equity-and-inclusiveness-in-the-energy-and-resources-sector>
- Resnick, Z. (2021, May 20). *Temporary foreign workers: The hidden casualties of Canada's agricultural system*. Farm work to Feed Canada.
- Novoa, G. (2020, April 9). *Extended parental leave in Canada: Employer and employee impact and reactions*, Research Recap, The Vanier Institute of the Family.
- Education News Canada. (2019, April 11). *Why don't more men take parental leave?* <https://educationnewscanada.com/article/education/level/university/1/761017/mru-research-explores-why-more-men-don-t-take-parental-leave-social-media-in-the-alberta-election-and-drunkenness-through-history.html>
- Boucher, D. (2019, January). *More changes to parental leave rules to be implemented in March: Impact on Organizations*. Research Brief: CPHR Alberta Newsletter.
- Simes, J. (2015, November 27). *City aims to gauge, boost diversity*. Metro Canada (Calgary). Retrieved from <http://www.pressreader.com/canada/metro-canada-calgary/20151127/281749858270908/TextView>
- Harris, M. (2013, March 8). *For working women, study finds flexible hours magnify sense of balance*. O.Canada.com. Retrieved from <http://o.canada.com/life/working-women-balance>

Rutkowski, C., & Moore, S. (2013, March 4). *Businesses and workers both benefit from flexible schedules*. Newsroom: University of Manitoba. Retrieved from <http://umanitoba.ca/news/blogs/blog/2013/03/04/businesses-and-workers-both-benefit-from-flexible-schedules/>

Radio

Nye, J. (2023, January 16). *Microsoft offering unlimited time off*. Live Radio Interview on 630 CHED Afternoons radio show (10 minutes), Edmonton, Alberta.

Al-Hakim, A. (2023, January 16). *Some Firms are offering unlimited time off for employees. Will it Work? What Experts say*. Global News. Article: <https://globalnews.ca/news/9411270/microsoft-unlimited-vacation-time-work-culture/> [also broadcast on Global News evening nation broadcast]

Aldous, J. (2019, April 11). *Paternity leave: What are the benefits of paternity leave for families and businesses?* CBC Radio: Alberta at Noon: 1-hour call-in show, sole expert interviewee.

RESEARCH GRANTS

- 2025- Canadian Bar Association (December 2025-December 2027). When lawyers become parents: Exploring effective workplace supports for parents working in law. CO-PI with Dr. Andrea Doucet and Dr. Natasha Stecy-Hildebrandt at Brock University. **Value \$60,000** [FUNDED].
- 2024- SSHRC Partnership Engage Grant. (December 2024-November 2026). Employees accessing fertility care: Perceptions of effective and supportive government and employer policies. In partnership with Fertility Alberta. **Value \$24,960** [FUNDED].
- 2024 – SSHRC Partnership Grant: Reimagining Care/Work Policies. Invited to join this international partnership grant with over 70 researchers in Fall of 2024. <https://rcwproject.ca/> [FUNDED]
- 2024- Newcomer women as consumers and providers of childcare in Alberta and Manitoba. Awarded by Immigration, Refugee, Citizenship Canada through Immigration Research West at University of Manitoba. CO-PI with Dr. Susan Prentice. **Value \$10,000** [FUNDED].
- 2021- SSHRC Partnership Engage Grant. (January-December 2022). Advancing women's representation on boards: Understanding women's experiences, perceived barriers, and available supports on the pathway to board service. In partnership with DirectHer Network. **Value \$24,942** [FUNDED].

TEACHING

Mount Royal University , Bissett School of Business, Calgary, Alberta	Sept. 2015-Current
University of Manitoba , Winnipeg, Manitoba	May 2003 – Current
Red River College , Winnipeg, Manitoba	May 2013 – June 2014
Ndinawemaaganag Endaawaad Inc. (Ndinawe) Articulation agreement with Red River College, Winnipeg, Manitoba	Sept. 2013 – Dec 2014
Centre for Higher Education Research and Development , University of Manitoba Course Construction and Organization (graduate credit course)	May 2008 - Dec. 2009

STUDENT SUPERVISION

Honours Students

- 2022 Christine Viray: Honours Thesis: *Alberta Technology Sector's Response to the New Accelerated Tech Pathway Program*
 • **Winner of the 2023 BCSA Honours Thesis Award**
- 2017 Christi Basaraba: Honours Thesis: *Women in Blue: An Exploration of Female Workplace Perceptions in Policing*

EXTERNAL GRADUATE STUDENT EXAMINOR

- 2026 (March 17). External- DBA Final Defense- Committee included at University of Calgary.
- 2023 (May 1). External- DBA Final Defense: Committee included Dr. Irene Herreman at University of Calgary and Dr. Natalya Alonso at Simon Fraser University.
- 2022 (April 12). DBA Candidacy Oral Examination: Committee included Dr. Angela Workman-Stark, Dr. Hussein Al-Zyoud, and Dr. Alan Okros, Dr. Mohamed Ally at Athabasca University.

SERVICE

Mount Royal University

University Level Service

Chairs and Academic Directors' Assembly	July 2023-June 2026
University Honours Committee (Elected)	Sept 2024-June 2026
Alternate for University Tenure and Promotion Committee (Elected)	July 2022-June 2025
Distinguished Faculty Award Adjudication Committee	Spring 2025
ORSCE – Research Recognition Awards, Adjudication Committee	2020 and 2022
Student Research Ethics Committee (SHREC)	Sept. 2016-June 2022
MRFA- MRU Child Care Board (Elected)	May 2020-June 2022
MRFA-MRU Joint Diversity & Equity Committee	March 2017- June 2021
Member, MRU Alumni Relations: Women in Leadership: Community of Interest	May 2019 – May 2020
Chair - MRFA Diversity Committee	Sept. 2017-June 2018
MRFA Diversity Commitment	Sept. 2016-June 2017

Faculty Level Service

BCSA Curriculum Committee	July 2023-June 2026
BCSA Deans Advisory Group	July 2023- June 2026
Concentration Development Committee Indigenous Business & Economic Development Concentration developed in partnership with Old Sun Community College of Siksika First Nation	Jan. 2022 - June 2026

BCSA Tenure & Promotion Criteria Review Committee	Oct. 2024-April 2025
Hiring committee: BCSA Office Manager	January-March 2025
External: Journalism Program Review Committee	Sept. 2023- June 2024
Bissett and Communications Studies, Indigenization Working Group	Sept. 2016- June 2021
Lead Organizer Annual BCSA International Women's Day Event Lead a team including students, faculty, Alumni Relations, WEKH to deliver BCSA's annual International Women Day event for students, recent alumni, and community members	2018-2023
Business Networking Day: General Management Session Coordinator Invited Mark O'Byrne, CEO Schlumberger Canada, to speak to students and faculty about Schlumberger's gender balance and diversity initiatives.	Jan. 31, 2018
Hiring Committee: Journalism Department (External)	May 2018

Department Level Service

Chaired the following committees: Contract Faculty Re-appointment Committee Tenure Committee (7 candidates) 13 GM & HR Faculty Hiring Committees	July 2023-June 2026
General Management Program Review Committee	November 2024- March 2026
Chair - Human Resources Partnership Council	Sept.2024- June 2025
Human Resources Program Review Committee	May 2024- March 2025
Contract Reappointment Committee, Dept. General Management & Human Resources	Sept. 2019- June 2023
Hiring Committee Member Dept. General Management & Human Resources Dept. General Management & Human Resources Dept. General Management & Human Resources: 2 positions	March – June 2023 March – May 2022 March – June 2019
Human Resources Discipline Coordinator	Sept. 2020-June 2022
Course Coordination, HRES2170: Introduction to Human Resources. - 30 Sections each year	Sept. 2018- June 2022
General Management Program Review Committee	May 2017-Sep. 2018

Professional Service

2024 Work-Family Research Network International Conference. Conference Planning Committee Member, Montreal, June 2024 Coordinator for "Changes in Work" theme committee & abstract review	August 2023-June 2024
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2022 Work-Family Research Network International Conference.
Conference Planning Committee Member, New York City, June 2022

August 2021-June 2022

Ad hoc journal peer review

Social Inclusion
McGill Law Journal
Canadian Journal of Behavioural Science
Business and Society Review
Gender, Work and Organization
Gender in Management: An International Journal
Canadian Studies in Population
Community, Work & Family
Journal of Family Studies
The Canadian Geographer
Studies in Social Justice
Family Relations
Journal of Family Economic Issues
Journal of Family Issues
Community Health Equity Research and Policy
Canadian Review of Social Policy
Canadian Journal of Nonprofit and Social Economy Research
Policing & Society

Grant reviewing

SSHRC Insight Grant- External Reviewer	February 2026
SSHRC Insight Grant- External Reviewer	December 2024
Canada Foundation for Innovation: John R. Evans Leaders' Fund	November 2024
SSHRC Insight Grant- External Reviewer	December 2023
SSHRC Canada Research Chair Review: External Reviewer	June 2023
SSHRC Insight Grant	February 2023
SSHRC Insight Grant	February 2022

PROFESSIONAL EMPLOYMENT

Regional Sales Manager- Mid-Western Region , Duni DeSter Corporation Chicago, Illinois, USA Managed 25 distributors and 8 brokerages in a 6-state region. Hired, Trained, and managed broker and distributor sales force. Consulted with clients and managed the corporate relationship.	2000 – 2003
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Account Manager , Footwise, Corvallis, Oregon, USA Managed special accounts for the largest North American Birkenstock mail order retailer Managed key customers and international orders Maintained direct relationship with American importer of product	1997-1998
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PROFESSIONAL MEMBERSHIPS

Associate Member of the International Network of Leave Policies and Research
Work and Family Researchers Network
Member of the MRU Child, Youth, and Family Research Collective (CYFRC)

Last updated: August 19, 2026