

# KAREN D. HUGHES

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## CURRENT APPOINTMENTS

2008/present Professor, Dept of Strategy, Entrepreneurship & Management, University of Alberta, Canada  
2008/present Professor, Dept of Sociology, University of Alberta, Canada  
2020/2024 Visiting Research Fellow, Diana International Research Institute, Babson College, Boston

## EDUCATION

1988/92	University of Cambridge	Ph.D. (Sociology)
1986/88	University of Alberta	M.A. (Sociology)
1981/82	University of Lethbridge	B. Management
1977/80	University of Alberta	B.A. (Political Science)

## CAREER SUMMARY - HIGHLIGHTS

I joined the University of Alberta in 1994. I am currently cross-appointed in two departments. I am also a Visiting Research Fellow at the Diana International Research Institute at Babson College in Boston, a leading centre for research on entrepreneurship. My career highlights are as follows:

**Research:** Sustained impact in the sociology of work, entrepreneurship, and labour markets, with over 30 articles in leading journals, 3 books (one 8<sup>th</sup> edition), and impactful policy reports. My work is highly cited (Google Scholar h-index=24, i-10 index= 34, citations=3,703). I have held 15 Tri-Council grants, including 11 SSHRC grants as PI or CI (\$2.2M total) and 3 SSHRC-MCRI / PG grants as CI (\$7.5 M total). Special awards include the SSHRC *Therese-Casgrain Fellowship on Women and Social Change*. Two of my books are key references in the field: KD Hughes 2005 *Female Enterprise in the New Economy*, and HJ Krahn, KD Hughes and GS Lowe (2021) *Work, Industry & Canadian Society* (8<sup>th</sup> ed).

**Teaching:** Design and delivery of 12 different courses in three different disciplines. Supervisor for 4 PhDs and 5 MAs; External Examiner for 5 PhDs; Committee member for 17 PhD and 11 MAs. Served as Associate Chair (Graduate, Sociology) for several years with responsibility for curriculum, program development, and graduate-level training opportunities for MA and PhD students in Sociology.

**Professional/Policy:** Strong commitment to policy relevant scholarship, with presentations to Parliamentary Standing Committees, SSHRC Executive Council, and federal and provincial government departments. I am a past Research Fellow for *Canadian Policy Research Networks*. Currently I am a team member of the *Global Entrepreneurship Monitor (GEM) Canada*, publishing several major policy reports

which have been presented at cross-ministry government workshops and public forums. I am member of the Academy of Management, American Sociological Association, Canadian Sociological Association, and the DIANA International Research Network on Women Entrepreneurship.

**Editorial / Review:** Editorial board member for two leading journals in my field (*Gender in Management; International Small Business Journal*) and past co-editor of a special issue *Entrepreneurship, Theory and Practice*. I review for a wide range of leading journals on work, entrepreneurship, and labour markets.

**Administrative:** Associate Chair (Graduate) in Sociology from 2009-12 and Jan-June 2016. I have served on a wide range of committees in three different departments and two faculties, including Faculty Evaluation Committee (Faculty of Arts), Advisory FEC (Sociology), hiring committee. I have also contributed to several University level committees on equity, diversity and inclusion.

## ACADEMIC APPOINTMENTS

2008 - Present	Professor, Dept of Sociology, University of Alberta, Canada Professor, Dept of Strategic Mgt and Org, University of Alberta, Canada
2016 (Jan-Jun)	Associate Chair (Graduate), Dept of Sociology, University of Alberta, Canada
2009/12	Associate Chair (Graduate), Dept of Sociology, University of Alberta, Canada
2006/08	Associate Professor, Dept of Sociology, University of Alberta, Canada Associate Professor, Dept of Strategic Mgt & Org, School of Business, University of Alberta, Canada
2000/06	Associate Professor, Women's Studies Program, University of Alberta, Canada Adjunct Professor, Dept of Sociology, University of Alberta, Canada Research Fellow, Canadian Policy Research Networks, Ottawa, Canada
1994/99	Assistant Professor, Women's Studies Program, University of Alberta, Canada. Adjunct Professor, Dept of Sociology, University of Alberta, Canada.
1993/94	Affiliated Lecturer and Post-Doctoral Researcher, Faculty of Social and Political Sciences, University of Cambridge, England.

## HONORS & VISITING APPOINTMENTS (Major awards only)

2021/24	Alex Hamilton Professor of Business, Alberta School of Business, University of Alberta
2020/24	Honorary Visiting Research Scholar, Diana International Research Institute (DIRI) and Centre for Women's Entrepreneurial Leadership (CWEL), Babson College, Boston, MA
2006 --	Listed in <i>Canadian Who's Who</i>
2000/01	Visiting Academic, Gender Institute, London School of Economics, England
2000/01	Therese Casgrain Fellowship on Women and Social Change, Social Sciences and Humanities Research Council of Canada (SSHRC). Special national competition awarded every two years.
1999/2000	Faculty of Arts Research Award, University of Alberta, Canada

## RESEARCH GRANTS

### Major Grants

21. 2023/24 Social Sciences and Humanities Research Council of Canada (SSHRC), Partnership Engage Grant. Project title: “Evaluation of entrepreneurial projects carried out by women and racial minorities: The role of gender and intersectional stereotypes”. Co-Investigators with E St-Jean and D Gagné. Total: \$25,000.
20. 2022/26 Social Sciences and Humanities Research Council of Canada (SSHRC), Insight Grant. Project title: “Retaining hybrid identity and purpose: Strategic responses to pressures when firms internationalize”. Co-investigator with F. Angulo-Ruiz, A. Pergelova and E. Muralidharan. Total: \$234,363.
19. 2022/26 Social Sciences and Humanities Research Council of Canada (SSHRC), Insight Grant. Project title: “Algorithmic and Intersectional? Gender, race, and automation in hiring processes”. Co-investigator with N. Denier (PI, UAlberta) and H. Yang (Lancaster) Total: \$100,311.
18. 2022/23 Future Skills Centre, Employment and Social Development Canada. Project title: “Shaping the Future of Work in Canada: Beyond the COVID-19 Pandemic”. Co-investigator with G.S. Lowe, F. Graves, J. Stanford. M. Gilbert, P. Sugiman. Total: \$90,000.
17. 2021/25 Social Sciences and Humanities Research Council of Canada (SSHRC), Insight Grant. Project title: “Building Gender-Inclusive Entrepreneurial Ecosystems in Canada”. Principal Investigator with C. Saunders (UCalgary) and C. Brush (Babson College) (\$140,070)
16. 2021/22 Social Sciences and Humanities Research Council of Canada (SSHRC), Connection Grant. “Women’s economic empowerment in global perspective.” Co-investigator with R. Breitreuz (UAlberta). Total: \$24,965.
15. 2020/23 Social Sciences and Humanities Research Council of Canada (SSHRC) Canada-UK Artificial Intelligence Initiative. *BLAS: Responsible AI for Labour Market Equality* (Co-investigator with L. Kong (PI), B. Jiang (CI), N. Denier (CI) at University of Alberta, and ESRC funded teams at University of Lancaster and University of Essex. (Total SSHRC-ESRC funding \$1.1 million, \$460,000 from SSHRC).
14. 2020/23 WUN GRANT, *Global Research Network on the Economic Empowerment of Women (ReNEW)* Co-Investigator with R. Breitreuz (PI), and researchers at University of Sydney, University of Ghana, University College Dublin. (\$ 6,500).
13. 2019/24 Global Entrepreneurship Monitor (GEM) Canada, *Gender & Entrepreneurship in Canada: Attitudes, Activity, Aspirations*. Principal Investigator (\$59,000).
12. 2017/20 KIAS Research Cluster Grant, *Building Research at the Intersections of Gender*. Collaborator with S. Luhmann, S. Dorow, L. Harder and N. Hurley (Co-PIs). (\$90,000).
11. 2014/21 Social Sciences and Humanities Research Council of Canada (SSHRC), Insight Grant. Project title: “Women’s Leadership and Organizational Innovation in Canada: Entrepreneurial and STEM/SETT Sectors”. Principal Investigator (\$188,730) [extended due to medical leave].
10. 2012/13 Killam Fund, Cornerstones Grant. Project title: “Gender Diversity, Leadership, and Organizational Innovation in Engineering Firms”. Principal Investigator (\$42,000).
9. 2012/19 Social Sciences and Humanities Research Council of Canada (SSHRC), Partnership Grant. Project title: “On the Move: Employment-related Geographical Mobility in the Canadian Context.” Co-Investigator with B. Neis [PI], Memorial University (\$2.5 million).

8. 2010/11 Social Sciences and Humanities Research Council of Canada (SSHRC), Aid to Research Workshops and Conferences for 2010 DIANA Conference on Women's Entrepreneurship Research, Banff, Canada, Aug 3-4, 2010 (\$21,510).
7. 2008/13 Social Sciences and Humanities Research Council of Canada (SSHRC), Major Collaborative Research Initiative. Project Title: "Building Institutions and Capabilities for Work and Employment in the Global Era". Co-Investigator with G. Murray, [PI], Université de Montréal (\$2.5 million).
6. 2005/09 Social Sciences and Humanities Research Council of Canada (SSHRC), Standard Research Grant. Project title: "Female Enterprise in Canada: Past, Present and Future". Principal Investigator (\$122,640)
5. 2005/09 Social Sciences and Humanities Research Council of Canada (SSHRC), Standard Research Grant. Project title: "The Land of Milk and Honey? After the Live-In Caregiver Program. Co-investigator with D.L. Spitzer, [PI], U Ottawa (\$95,450).
4. 2003/08 Social Sciences and Humanities Research Council of Canada (SSHRC), Major Collaborative Research Initiative on Rethinking Institutions for Work and Employment in the Global Era. Co-Investigator with G. Murray, [PI], Université de Montréal (\$2.5 million).
3. 1998/2002 Medical Research Council of Canada, Operating Grant. Project title "Patterns and Types of Non-support of Women Caregivers in Diverse Caregiving Situations". Co-Investigator with A. Neufeld [PI], University of Alberta (\$144,200).
2. 1997/98 Prairie Centre of Excellence for Research on Immigration and Integration, Operating Grant. Project on Immigrant Women's Experience as Family Caregivers: Support and Barriers. Co-Investigator (\$15,000).
1. 1997/2001 Social Sciences and Humanities Research Council of Canada (SSHRC), Standard Research Grant. Project title "Gender and Economic Restructuring in Canada". Principal Investigator (\$64,000).

#### **Minor Grants (less than \$5,000)**

- 1998/99 Caritas Research Trust Fund. Support for ongoing project on Immigrant Women's Experience as Family Caregivers: Support and Barriers. Co-Investigator (\$5,000).
- 1997/98 Support for Advancement of Scholarship Grant (SAS), Faculty of Arts, University of Alberta (\$4,500).  
 Social Sciences Research Grant (SSR), University of Alberta. Travel Grant (\$1,000)  
 Support for Advancement of Scholarship Grant (SAS), Faculty of Arts, University of Alberta (\$4,500).  
 Social Sciences Research Grant (SSR), University of Alberta. Travel Grant (\$500).  
 Support for Advancement of Scholarship Grant (SAS), Faculty of Arts, University of Alberta (\$1,200).
- 1994/95 Central Research Fund Grant (CRF), University of Alberta, Canada (\$2,500).

#### **FELLOWSHIPS AND SCHOLARSHIPS**

- 1992/94 Post-Doctoral Fellowship, Social Sciences and Humanities Research Council of Canada (SSHRC).
- 1989/92 Doctoral Fellowship, Social Sciences and Humanities Research Council of Canada (SSHRC).

- 1989/92 Overseas Student Research Award Scheme, Committee of Vice-Chancellors and Principals of the Universities of the United Kingdom.
- 1989/92 Edward Boyle Memorial Trust Scholarship, England.
- 1987/88 Province of Alberta Graduate Scholarship, Canada.

## EDITORIAL AND REVIEW ACTIVITIES

- Editorial Boards: *Gender in Management: An International Journal*  
*International Small Business Journal*
- Guest Editor: Invited Guest Editor for Special Issue on “Extending Women’s Entrepreneurship Research in New Directions”, *Entrepreneurship Theory and Practice* 36(3), May 2012.
- Invited but declined: Editor, *International Journal of Gender & Entrepreneurship*
- Ad hoc Reviewer: *Academy of Management Review*  
*Academy of Management Annual Meetings*  
*American Journal of Sociology*  
*American Sociological Review*  
*Canadian Public Policy*  
*Canadian Journal of Sociology*  
*Canadian Review of Sociology & Anthropology*  
*Community, Family and Work*  
*Entrepreneurship & Regional Development*  
*Entrepreneurship Theory & Practice*  
*Gender in Management: An International Journal*  
*Gender, Work & Organization*  
*Human Relations*  
*International Journal of Gender & Entrepreneurship*  
*International Small Business Journal*  
*Journal of Business Venturing*  
*Journal of Family Issues*  
*Journal of Organizational Behaviour*  
*Organization Studies*  
*Relations Industrielles/Industrial Relations*  
*Social Forces*  
*Sociological Perspectives*  
*Work, Employment & Society*  
*Work and Occupations*
- Grant reviewer: *Fulbright Scholarship (Canadian Scholars and Students Competition)*  
*SSHRC Mid-Term Review, Collaborative Research Initiatives (ad hoc)*  
*SSHRC Insight Grants (ad hoc)*  
*U.K. Economic and Social Research Council (ESRC)*

## RESEARCH CONTRIBUTIONS

GOOGLE SCHOLAR CITATION SUMMARY August 2023		
Total citations = 3, 703	h-index = 24	i-10 index = 34

### Books

6. Krahn, Harvey, **Karen D. Hughes**, and Graham S. Lowe (2021) *Work, Industry and Canadian Society*. Toronto, Canada: Nelson Education. 8<sup>th</sup> edition.
5. Krahn, Harvey, **Karen D. Hughes**, and Graham S. Lowe (2015) *Work, Industry and Canadian Society*. Toronto, Canada: Nelson Education. 7<sup>th</sup> edition.
4. **Hughes, Karen D.** and Jennifer E. Jennings (2012) (eds) *Global Women's Entrepreneurship Research: Diverse Settings, Questions and Approaches*. Edward Elgar.
3. Krahn, Harvey, Graham S. Lowe and **Karen D. Hughes** (2010) *Work, Industry and Canadian Society*. Scarborough, Canada: Thomson Nelson. 6<sup>th</sup> edition.
2. Krahn, Harvey, Graham S. Lowe and **Karen D. Hughes** (2007) *Work, Industry and Canadian Society*. Scarborough, Canada: Thomson Nelson. 5<sup>th</sup> edition.
1. **Hughes, Karen D.** (2005) *Female Enterprise in the New Economy*. University of Toronto Press.

### Articles

30. **Hughes, Karen D.**, Chad Saunders & Nicole Denier (2022) “Lockdowns, pivots & triple shifts: early challenges and opportunities of the COVID-19 pandemic for women entrepreneurs”, *Journal of Small Business & Entrepreneurship* [2020 Impact Factor 2.83]
29. Hu, Shenggang, Jabir Alshehabi Al-Ani, **Karen D. Hughes**, Nicole Denier, Alla Konnikov, Lei Ding, Jinhan Xie, Yang Hu, Monideepa Tarafdar, Bei Jiang, Linglong Kong, Hongsheng Dai. (2022). “Balancing Gender Bias in Job Advertisements with Text-Level Bias Mitigation”, *Frontiers in Big Data*, 5: 805713.
28. Zhao, Wenhong, Te Yang, **Karen D. Hughes** and Yixin Li (2021) “Entrepreneurial Alertness and Business Model Innovation: The Role of Entrepreneurial Learning and Risk Perception”, *International Entrepreneurship and Management Journal*, 17(2): 836-864. [2019 Impact Factor 3.815, SSI-Web of Science].
27. **Hughes, Karen D.** and Jennifer E. Jennings (2021) “Women’s Entrepreneurship”, *Oxford On-Line Bibliographies*. Oxford University Press.
26. **Hughes, Karen D.** and William Silver (2020) “Beyond Time-Binds: Rethinking Work-Family Dynamics for a Mobile World”, *Human Relations*, 73(7): 924-952. [FT 50, Impact Factor: 4.645, 3/100 Interdisciplinary Social Sciences, 55/209 Management].
25. **Hughes, Karen D.** and Te Yang (2020) “Building Gender-Aware Ecosystems for Learning, Leadership and Growth”, *Gender in Management: An International Journal*. Advanced on-line publication [2019 Impact Factor: 1.80].
24. **Hughes, Karen D.** and Jennifer E. Jennings (2020) “A Legacy of Attention to Embeddedness in Gendered Institutions: Reflections on a Key Contribution of Women’s Entrepreneurship

- Research”, *International Journal of Gender and Entrepreneurship* 12 (1): 53-76. [2019 Scopus CiteScore: 2.50].
23. Yang, Te., **Karen D. Hughes** and Wenhong Zhao (2020) Resource combination activities and new venture growth: Exploring the role of effectuation, causation, and entrepreneurs’ gender. *Journal of Small Business Management*. Advanced on-line publication [2019 Impact Factor 3.46, SSI-Web of Science].
  22. **Hughes, Karen D.** and Jennifer E. Jennings (2015) “Women’s Entrepreneurship”, *Oxford On-Line Bibliographies*. Oxford University Press.
  21. **Hughes, Karen D.**, Jennifer E. Jennings, Candida Brush, Sara Carter, and Friederike Welter (2012) “Introduction: Extending Women’s Entrepreneurship Research in New Directions” *Entrepreneurship Theory and Practice* 36 (3): 429-442.
  20. Anderson, Nickela and **Karen D. Hughes** (2010) “The Business of Caring: Women’s Self-Employment and the Marketization of Care”. *Gender, Work and Organization* 17(4): 381-405.
  19. Neufeld, Anne, Margaret J. Harrison, Miriam Stewart and **Karen D. Hughes** (2008) “Advocacy of Women Family Caregivers: Response to Nonsupportive Interactions with Professionals.” *Qualitative Health Research* 18(3): 301-310.
  18. Neufeld, Anne., M.J. Harrison, **Karen D. Hughes** and Miriam Stewart (2007) “Non-Supportive Interactions in the Experience of Women Family Caregivers.” *Health and Social Care in the Community* 15(6): 530-541.
  17. Stewart, Miriam, Anne Neufeld, Margaret J. Harrison, Denise Spitzer, **Karen D. Hughes** and Edward Makwarimba (2006) “Immigrant Women Family Caregivers in Canada: Implications for Policies and Programmes in Health and Social Sectors”, *Health and Social Care in the Community* 14(4): 329-340.
  16. **Hughes, Karen D.** (2006) ‘Exploring Motivation and Success Among Canadian Women Entrepreneurs’, *Journal of Small Business and Entrepreneurship* 19(2): 107-120.
  15. Neufeld, Anne, Margaret J. Harrison, Gwen Rempel, Sylvie Larocque, Sharon Dublin, **Karen D. Hughes** and Miriam Stewart (2004) “Practical Issues in Using a Card Sort in a Study of Nonsupport and Family Caregiving”, *Qualitative Health Research* 14(10): 1418-1428.
  14. **Hughes, Karen D.** (2003) “Pushed or Pulled? Women’s Entry into Self-Employment and Small Business Ownership”, *Gender, Work and Organization*, 10(4): 433-454.
  13. Spitzer, Denise, Anne Neufeld, Margaret J. Harrison, **Karen D. Hughes**, and Miriam Stewart (2003) “My Wings Have Been Cut, Where Can I Fly? Gender, Migration and Caregiving – Chinese and South Asian Canadian Perspectives”, *Gender and Society* 17(2): 267-286.
  12. Neufeld, Anne, Margaret J. Harrison, Miriam Stewart, **Karen D. Hughes**, and Denise Spitzer (2002) “Immigrant Women: Making Connections to Community Resources for Support in Family Caregiving”, *Qualitative Health Research*, 12 (6): 751-768.
  11. **Hughes, Karen D.** (2002) “La participation des femmes aux conseils d’administration au Canada”, *Gouvernance: Revue Internationale* 2(3/4): 17-30.
  10. Neufeld, Anne, Margaret J. Harrison, **Karen D. Hughes**, Denise Spitzer and Miriam Stewart (2001) “Participation of Immigrant Women Caregivers in Qualitative Research”, *Western Journal of Nursing* 23 (6): 575-591.
  9. **Hughes, Karen D.** and Graham S. Lowe (2000) “Surveying the Post-Industrial Landscape: Information Technologies and Labour Market Polarization in Canada”, *Canadian Review of Sociology and Anthropology* 37 (1): 29-53.

8. **Hughes, Karen D.** and Vela Tadic (1998) “‘Something to Deal With’: Customer Sexual Harassment and Women’s Retail Work in Canada”, *Gender, Work and Organizations* 5(4): 207-219.
7. **Hughes, Karen D.** and Vela Tadic (1998) “Sexual Harassment in the Service Economy: Exploring Women’s Retail Work in Canada”, *Canadian Woman Studies* 18(1): 86-91
6. **Hughes, Karen D.**, Graham S. Lowe and Allison L. McKinnon (1996) “Public Attitudes Toward Budget Cuts in Alberta: Biting the Bullet or Feeling the Pain?”, *Canadian Public Policy* 22 (3): 268-284.
5. **Hughes, Karen D.** (1996) “Transformed by Technology? The Changing Nature of Women's ‘Traditional’ and ‘Non-Traditional’ White-Collar Work”, *Work, Employment and Society* 10(2): 227-250.
4. **Hughes, Karen D.** (1995) “Women in Non-Traditional Occupations”, *Perspectives on Labour and Income* 7(3): 14-19.
3. **Hughes, Karen D.** and Graham S. Lowe (1993) “Unequal Returns: Gender Differences in Initial Employment Amongst University Graduates”, *Canadian Journal of Higher Education* 23(1): 37-55.
2. **Hughes, Karen D.** (1990) “Trading Places: Men and Women in Non-Traditional Occupations, 1971-1986”, *Perspectives on Labour and Income* 2(2): 58-68.
1. **Hughes, Karen D.** (1989) “Office Automation: A Review of the Literature”, *Relations Industrielles*, 44 (3): 654-678.

### Encyclopedia Entries / Commentaries

3. Denier, Nicole and **Karen D. Hughes.** (2023) “Labor markets” in Ritzer, G. (Ed.) *The Blackwell Encyclopedia of Sociology*. Malden, MA: Blackwell.
2. Lowe, Graham S., Merv Gilbert and **Karen D. Hughes** (2023). Prepare to give works more say in back-to-office plans. *Policy Options*.
1. Lowe, Graham, S., **Karen D. Hughes** and Jim Stanford. (2023). “Remote work isn’t going away and we may have striking civil servants to thank”. *Glob and Mail*. May 2, 2023.

### Policy Reports

16. Lowe, Graham S. and **Karen D. Hughes.** (2023). Shaping the Future of Work in Canada: Beyond the COVID-19 Pandemic. Future Skills Centre.
15. Elam, Amanda B., Benjamin Baumer, Thomas Schott, Mahsa Samsami, Amit Kumar Dwivedi, Rico Baldegger, Maribel Guerrero, Fatima Boutaleb, and **Karen D. Hughes.** (2022) *Women’s Entrepreneurship 2020/21: From Crisis to Opportunity*. Global Entrepreneurship Monitor.
14. **Hughes, Karen D.** and Chad Saunders. (2022) *Women’s Entrepreneurship in Western Canada. Results from the GEM Canada 2021 Survey*. Special Report prepared for Western Economic Diversification, Government of Canada. Calgary: The Centre for Innovation Studies (THECIS). 106 pages.
13. Yang Hu, Monideepa Tarafdar, Jabir Alshehabi Al-An, Irina Rets, Shenggang Hu, Nicole Denier, **Karen D. Hughes**, and Alla Konnikov. (2022). *The Gendered STEM Workforce in the United Kingdom: The Role of Gender Bias in Job Advertising. Evidence submitted to the ‘Diversity in STEM’ Inquiry, Science and Technology Committee, House of Commons, UK Parliament*. Submitted January 20, 2022.
12. Elam, Amanda B., **Karen D. Hughes**, Maribel Guerrero, Stephen Hill, Catharina Nawangpalupi, María del Mar Fuentes, Juan Pablo Diane González, Ana Fernández Laviada, Catalina Nicolas Martínez, Alicia Rubio Bañón, Nihel Chabarak, Candida Brush, Ben Baumer and René Heavlow. (2021). *Women’s Entrepreneurship 2020/21: Thriving Through Crisis*. Global Entrepreneurship Monitor.



11. **Hughes, Karen D.** and Chad Saunders. (2021) *Early Impacts of COVID-19 on Women's Entrepreneurship in Canada*. Report prepared for GEM Canada and the Women's Entrepreneurship Knowledge Hub. Toronto: Ryerson University. 75 pages.
10. **Hughes, Karen D.** and Chad Saunders. (2020) *Women's Entrepreneurship in Western Canada. Results from the GEM Canada 2019 Survey*. Special Report prepared for Western Economic Diversification, Government of Canada. Calgary: The Centre for Innovation Studies (THECIS). 86 pages.
9. **Hughes, Karen D.** and Chad Saunders. (2020) *Women's Entrepreneurship & Entrepreneurial Ecosystems in Canada*. Special Report prepared for GEM Canada and the Women's Entrepreneurship Knowledge Hub. Toronto: Ryerson University. 62 pages.
8. **Hughes, Karen D.** and Chad Saunders. (2020) *Trends in Women's Entrepreneurship in Canada, 2013-19*. Special Report prepared for GEM Canada and the Women's Entrepreneurship Knowledge Hub. Toronto: Ryerson University. 46 pages.
7. **Hughes, Karen D.** (2018) *Women's Entrepreneurship in Alberta: Insights from the Global Entrepreneurship Monitor*. Special Report prepared for Alberta Status of Women. Calgary: The Centre for Innovation Studies (THECIS). 66 pages.
6. **Hughes, Karen D.** (2017) *Global Entrepreneurship Monitor (GEM) 2015/16 Canada Report on Women's Entrepreneurship*. Calgary: The Centre for Innovation Studies (THECIS). 71 pages.
5. **Hughes, Karen D.** (2015) *Global Entrepreneurship Monitor (GEM) 2013/14 Canada Report on Women's Entrepreneurship*. Calgary: The Centre for Innovation Studies (THECIS). 41 pages.
4. **Hughes, Karen D.**, Graham S. Lowe and Grant Schellenberg (2003) *Men and Women's Quality of Work in the New Economy*. Ottawa: Canadian Policy Research Networks. 67 pages.
3. **Hughes, Karen D.** (2001) *Self-Employment, Skill Development and Training in Canada*. Ottawa: Human Resources Development Canada. 34 pages.
2. **Hughes, Karen D.** (2000) *Women and Corporate Directorships in Canada: Trends and Issues*. Ottawa: Canadian Policy Research Networks. 39 pages.
1. **Hughes, Karen D.** (1999) *Gender and Self-Employment in Canada: Assessing Trends and Policy Issues*. Ottawa: Canadian Policy Research Networks. 36 pages.

### **Book Chapters**

8. Konnikov, Alla, Irina Rets, **Karen D. Hughes**, Jabir Alshehabi Al-Ani, Nicole Denier, Lei Ding, Shenggang Hu, Yang Hu, Bei Jiang, Linglong Kong, Monideepa Tarafdar and Dengdeng Yu (2022) "Responsible AI for Labour Market Equality" in Linda Hantrais and Julia Brannen (eds) *How to Manage International Research Projects*. Edward Elgar.
7. **Hughes, Karen D.** and Jennifer E. Jennings (2012) "Introduction: Showcasing the Diversity of Women's Entrepreneurship Research" in Karen D. Hughes and Jennifer E. Jennings (eds) *Global Women's Entrepreneurship Research: Diverse Settings, Questions and Approaches*. Edward Elgar.
6. **Hughes, Karen D.** and Jennifer E. Jennings (2012) "Conclusion: Reflecting on the Diversity of Women's Entrepreneurship Research" in Karen D. Hughes and Jennifer E. Jennings (eds) *Global Women's Entrepreneurship Research: Diverse Settings, Questions and Approaches*. Edward Elgar.
5. Torres, Sara, Denise L. Spitzer, **Karen D. Hughes**, Jacqueline Oxman-Martinez, and Jill Hanley (2012) "From Temporary Worker to Resident: The Live-In Caregiver Program (LCP) and Its Impact

- Through an Intersectional Lens”, in Patti Lenard and Christine Straehle (eds) *Temporary Foreign Work in Canada*. McGill-Queen's University Press.
4. **Hughes, Karen D.** (2010) “Women's Entrepreneurship in Canada” in S. Fielden and M. Davidson (eds) *International Research Handbook on Successful Women Entrepreneurs*. Edward Elgar Publisher.
  3. Jennings, Jennifer E., **Karen D. Hughes**, and P.D. Jennings (2010) “The Work-Family Interface Strategies of Male and Female Entrepreneurs: Are There Any Differences?” in Brush, C., A. deBruin, E. Gatewood, and C. Henry (eds) *Women's Entrepreneurship and Growth Influences*. Edward Elgar Publisher.
  2. **Hughes, Karen D.** (2000) “Restructuring Work, Restructuring Gender: Women's Movement into Non-Traditional Occupations in Canada”, p. 84-106, in Victor W. Marshall et al. (eds) *Restructuring Work and the Life Course*. Toronto: University of Toronto Press.
  1. **Hughes, Karen D.** and Graham S. Lowe (1994) “The Organization of Work”, p. 123-145, in Meloff, W. and D. Pierce (eds) *Introductory Sociology*. Scarborough: Nelson Canada.

### Reprints

4. Anderson, Nickela and **Karen D. Hughes** (2015) “The Business of Caring: Women's Self-Employment in Childcare and Domestic Cleaning”. Originally published in *Gender, Work and Organization* 17(4): 381-405. Reprinted in Mignon Duffy, Amy Armenia, and Clare L. Stacey (eds) *Caring on the Clock: The Complexities and Contradictions of Paid Care Work*. Rutgers University Press.
3. Neufeld, Anne, Margaret J. Harrison, **Karen D. Hughes**, Denise L. Spitzer and Miriam J. Stewart (2010). “Participation of Immigrant Women Caregivers in Qualitative Research”. Originally published in *Western Journal of Nursing Research*, 23(6), 575-592. Reprinted in Anne Neufeld and Margaret J. Harrison (eds) (2010) *Nursing and Family Caregiving: Social Support and Non-Support*. Springer.
2. Neufeld, Anne, Harrison, Margaret J., Rempel, Gwen, Larocque, Sylvie, Dublin, S., Stewart, M., & Hughes, Karen D. (2010). “Practical Issues in Using a Card Sort in a Study of Nonsupport and Family Caregiving”. Originally published in *Qualitative Health Research*, 10(14), 418-428. Reprinted in Anne Neufeld and Margaret J. Harrison (eds) (2010) *Nursing and Family Caregiving: Social Support and Non-Support*. Springer.
1. Spitzer, Denise, Anne Neufeld, Margaret Harrison, Karen D. Hughes and Miriam Stewart (2006) “Caregiving in Transnational Context: “My Wings Have Been Cut, Where Can I Fly?”. Originally published in *Gender and Society* 17(2): 267-286. Reprinted in Mary Zimmerman, Jacquelyn S. Litt, and Christine E. Bose (2006) *Global Dimensions of Gender and Carework*. Stanford University Press.

### Invited Presentations

29. **Hughes, Karen D.** Research Insights on Gender and Entrepreneurship: Capturing Diversity and Intersectionality. Presentation to Diana International Research Conference and Impact Day, Babson College, Boston, June 4-7, 2023.
28. **Hughes, Karen D.** Women's Entrepreneurship in Western Canada: Results from the 2021 GEM Canada Survey. Presentation to Prairie Can / Western Economic Diversification and Women's Entrepreneurship Knowledge Hub, November 18, 2022. Virtual

27. **Hughes, Karen D.** Women's Entrepreneurship in the North American Region. Panel on the 2020/21 Global Entrepreneurship Report. Researcher Roundtable for the DIANA International Research Institute (DIRI), Babson College, Boston, MA. December 8, 2021.
26. **Hughes, Karen D.** COVID-19 Impacts on Women's Entrepreneurship in Canada. Researcher Roundtable on COVID-19 and Women-Led Business. DIANA International Research Institute (DIRI), Babson College, Boston, MA. June 24, 2020.
25. **Hughes, Karen D.** Rethinking Work-Family Research for a Mobile World: Gaps, Blindspots, and New Directions. On the Move Roundtable on Work-Related Mobility. Organized by the SSHRC-funded On the Move Partnership and the Vanier Institute of the Family. University of Alberta, Edmonton, Canada. April 11, 2018.
24. **Hughes, Karen D.** Women's Leadership in the Era of #TimesUp and #MeToo. Invited public lecture for MBA Open House and International Women's Day. March 8, 2018.
23. **Hughes, Karen D.** Growing Women's Business: Lessons from Alberta Women Entrepreneurs Growth Accelerator Program. Invited by Western Economic Diversification. International Conference on Territorial Inequality and Development, Puebla Mexico. January 25-27, 2016.
22. **Hughes, Karen D.** Women's Entrepreneurial Leadership. Alberta School of Business Leadership Summit, Banff Centre, Canada. January 29, 2016.
21. **Hughes, Karen D.** Women's Entrepreneurship in Global Context: Trends, Motivations and Pathways. Invited presentation to ABCampus Forum on Women's Entrepreneurship, Faculty of Engineering, University of Alberta, Edmonton, Canada. November 13, 2014.
20. **Hughes, Karen D.** A Global Overview of Women as Entrepreneurs: Mapping Diversity in Developed Economies. Invited Presentation to the Oxford Forum on Women in the World Economy. Said Business School, University of Oxford, Oxford, U.K. May 20-21, 2013.
19. **Hughes, Karen D.** Women, Entrepreneurship and Family. Invited Speaker to the We Own It (WOI) Summit on High Growth Women-led Business, New York, N.Y. June 28-29, 2012.
18. **Hughes, Karen D.** Work, Family, and Public Policy in the 21<sup>st</sup> Century. 2010 Annual Community Seminar on Canadian Citizens' Expectations & Public Policy. Co-sponsored by Calgary Institute for the Humanities and CBC Ideas. Live panel in Calgary, Alberta April 7-8th, 2010. Broadcast on CBC Ideas, May 25, and August 19, 2010. CBC Ideas has a national audience of 400,000 listeners.
17. **Hughes, Karen D.** Female Enterprise, Institutional Change, and the New Economy: The Canadian Perspective. Invited Keynote to *Women, Entrepreneurship and Institutional Change: Japan, Canada and Beyond*. Centre for Asia-Pacific Initiatives, University of Victoria, Victoria, Canada. January 15, 2010.
16. **Hughes, Karen D.** Female Enterprise in the New Economy. Presentation to Alberta Women Entrepreneurs Annual Conference. Red Deer, Canada. September 22, 2006.
15. **Hughes, Karen D.** Female Enterprise in the New Economy. Presentation to Women Entrepreneurs of Canada, Toronto, Canada. April 26, 2006.
14. **Hughes, Karen D.** Women Entrepreneurs and Work-Family Issues. Presentation to the Parliamentary Standing Committee on the Status of Women, Ottawa, Canada. June 14, 2005.
13. **Hughes, Karen D.** Women, Self-Employment and the New Economy: What Policy Can Do. Presentation to Sustaining the Momentum: An Economic Forum on Women Entrepreneurs (Follow Up to PM Task Force on Women Entrepreneurs), Ottawa, Canada. October 27-29, 2004.

12. **Hughes, Karen D.** Rethinking Policy for the New Economy: The Case of Self-Employed Women. Conference on Employment, Labour Law and Policy, College of Law, University of Saskatchewan, Saskatoon, Canada. March 5-6, 2004.
11. **Hughes, Karen D.** Self-Employed Women in Canada. Plenary Panel Presentation. International Colloquium on Citizenship at Work: Thinking the Workplace of the Future, Laval University, Quebec City, Canada. June 21-23, 2004.
10. **Hughes, Karen D.** How are Women Faring in the Entrepreneurial Economy? Canadian Federation of the Humanities and Social Science, 'Breakfast on Parliament Hill', Ottawa, Canada. May 1, 2003.
9. **Hughes, Karen D.** Women, Self-Employment and Small Business in Canada: Assessing Policy Implications. Invited Presentation to the President and Executive Council of the Social Sciences and Humanities Research Council of Canada, Ottawa, Canada. October 20, 2001.
8. **Hughes, Karen D.** Where are the Women Directors? Invited Presentation to the 10<sup>th</sup> Annual Conference, CGA-Accounting Research Centre, Faculty of Business, University of Ottawa, Ottawa, Canada. October 18, 2001.
7. **Hughes, Karen D.** Skills, Labour Markets and Workplaces in the Future. Invited Presentation to Workshop for Alberta Human Resources and Employment, Telus Centre, Edmonton, Canada. November 16, 2001.
6. **Hughes, Karen D.** Self-Employment, Skill Development and Training in Canada. Invited presentation to the Applied Research Branch Conference, Human Resources Development Canada, Ottawa, Canada. January 30-February 1, 2002.
5. **Hughes, Karen D.** Women and Self-Employment in Canada. Invited presentation to the Faculty of Social and Political Sciences, University of Cambridge, England. May 25, 2001.
4. **Hughes, Karen D.** Women and Corporate Directorships in Canada. Conference Board of Canada, Centre for Excellence on Women's Advancement, Toronto, Canada. October 27, 2000.
3. **Hughes, Karen D.** Restructuring Work, Restructuring Gender: Women's Movement into Non-Traditional Occupations in Canada. Invited presentation to Management School and Centre for Women's Studies, Xi'an Jiaotong University, Xi'an, China. June 13, 2000.
2. **Hughes, Karen D.** Gender and Self-Employment in Canada. Invited presentation to the Management School and Centre for Women's Studies, Xi'an Jiaotong University, Xi'an, China. June 12, 2000.
1. **Hughes, Karen D.** Surveying the Post-Industrial Landscape: Information Technologies and Labour Market Polarization. Invited presentation to the Management Training School, Xi'an Jiaotong University, Xi'an, China. June 9, 2000.

### **Refereed Conferences**

33. Konnikov, Alla and **Karen D. Hughes.** 2023. Who are the women in STEM in Canada? An intersectional approach to studying gender segregation. Paper presentation to Canadian Sociological Association Annual Meetings, Work, Professions and Occupations Cluster, May 29 – June 2, 2023, Toronto, Canada.
32. **Hughes, Karen D.** 2020. "Entrepreneurship, Sustainable Development and Inclusive Economies: Lessons from Women's Everyday Entrepreneurship in Canada". Panel presentation on Women's Entrepreneurship and the United Nations Sustainable Development Goals, Academy of Management Annual Meetings, August 7-11 (virtual session).

31. Yang, Te and **Karen D. Hughes**. 2020. "Resource Combination Activities and New Venture Growth: The Role of Entrepreneurs' Characteristics". Paper presentation to Academy of Management Annual Meetings, August 7-11 (virtual session).
30. Dempsey, D. and **Karen D. Hughes**. "Hang On, I'm Actually An Engineer! Career Identity Construction of Female Engineers Through Self- Authorization. Vienna, Academy of Management Careers Division Special Conference. February 14-16 2020.
29. Ahmetoglu, Gorkan, **Karen D. Hughes**, Bailey Klinger, A. Koshiyama and F. Leutner. "Challenging the Female Underperformance Hypothesis: What Developing Economies Teach us about Whether, Why and How Gender Matters for Firm Performance." Presented at 2019 BCERC (Babson College Entrepreneurship Research Conference, June 5-8, 2019.
28. **Hughes, Karen D.** "Gendered Pathways to Innovation: Exploring the Innovation Practices and Success of Growth-Oriented Women Entrepreneurs." Presented at the 2016 DIANA International Research Conference on Women's Entrepreneurship, Norduland University, Bodo, Norway, June 12-14, 2016.
27. **Hughes, Karen D.** "Building Ecosystems for Growth: Women's Experience of the Alberta Women Entrepreneurs Growth Accelerator Program". Paper presented at the 2015 DIANA International Conference on Women's Entrepreneurship, Babson College, Boston, MA, June 8-9, 2015.
26. **Hughes, Karen D.** "Securing Jobs, Securing Dreams? Tracing the Labour Market Experience of Post-LCP Workers in Canada". Presentation to Panel Session "Reunited: The Experiences of Former Filipino Live-in Caregivers and their Families Renegotiating Gender and Familial Roles", 15<sup>th</sup> National Metropolis Conference, *Building an Integrated Society*, Ottawa, Canada, March 14-16, 2013.
25. Lefsrud, Lianne and **Karen D. Hughes** "Maintaining the Iron Cage: Reinforcing Professional Self-Regulation to Enable Innovation and Manage Outsourced Engineering". Paper presented at 5th Workshop on New Institutionalism in Organization Theory, Naples, Italy, March 26-27, 2009
24. Spitzer, Denise L., Sara Torres, **Karen D. Hughes**, Jacqueline Oxman-Martinez, and Jill Hanley "Beyond the Live-In Caregiver Program: An Overview of Post-LCP Experiences". Workshop Presentation at the 11th National Metropolis Conference, Calgary, Canada, March 19-22, 2009.
23. Spitzer, Denise L., Sara Torres, **Karen D. Hughes**, Jacqueline Oxman-Martinez, and Jill Hanley "Searching for the Promised Land: Foreign Domestic Care Workers in Canada". Paper presented at the 9th International Metropolis Conference, Bonn, Germany, October 28, 2008.
22. Jennings, Jennifer E., **Karen D. Hughes**, and P. Deveraux Jennings "The Work-Family Interface Strategies of Male and Female Entrepreneurs: Are There Any Differences?" Paper presented at 6th Diana International Conference on Women Entrepreneurs, Belfast, Ireland, Nov 3-4, 2008.
21. **Hughes, Karen D.** and N. Anderson. "Caring, Cleaning and the Self-Employed: Exploring Canadian Women's Experiences of Precarious Work". Paper presented to the Annual Meetings of the Canadian Industrial Relations Association, Vancouver, Canada, June 4-5, 2008.
20. Anderson, N. and **Karen D. Hughes**. "Care Deficits, Self-Employment and the Marketization of Care". Roundtable presentation at the Annual Meetings of the American Sociological Association, New York, August 11-14, 2007.
19. **Hughes, Karen D.** "Does Motivation Matter? Women's Entrepreneurship and Economic Success". Paper presented at the Annual Meetings of the American Sociological Association, Montreal, August 11-14, 2006 and the Annual Meetings of the Academy of Management, Atlanta, August 14-16, 2006.

18. Anderson, Nickela and **Karen D. Hughes** "Restructuring Women's Domestic Work and Caregiving in Canada", Paper presented at the Annual Meetings of the Canadian Sociology and Anthropology Association, York University, Toronto, May 30-June 2, 2006.
17. Oxman-Martinez, Jackie, Denise Spitzer, **Karen D. Hughes** and Jill Hanley. "L'accès à la santé des aides familiales en résidence: L'intersection des conditions de travail, du statut d'immigration et du cadre politique sur la santé". Presentation to Metropolis Workshop, McGill University Montréal May 16, 2006.
16. Neufeld, Anne, Margaret Harrison, **Karen D. Hughes**, and Miriam Stewart. "Nonsupport and Advocacy Among Family Caregivers. Poster presented at 65<sup>th</sup> Annual National Council on Family Relations Annual Conference, Vancouver, B.C. November 19-22, 2003.
15. Neufeld, Anne, Margaret Harrison, Gwen Rempel, Sylvie Larocque Sharon Dublin, Miriam Stewart and **Karen D. Hughes**, "Practical Issues in Using a Card Sort in a Study of Nonsupport and Family Caregiving". Presented at the Advances in Qualitative Methods Conference, Banff, Alberta, May 4, 2003.
14. Neufeld, Anne, Margaret Harrison, Miriam Stewart, **Karen D. Hughes** and Denise Spitzer, "Immigrant Women Family Caregivers' Experience of Support". Presented at the 6<sup>th</sup> International Metropolis Conference, Ottawa, Ontario, October 2001.
13. Neufeld, Anne, Margaret Harrison, Miriam Stewart, **Karen D. Hughes**, Sylvie Larocque, Sandy MacPhail, and Gwen Rempel, "Mothers' Nonsupportive Experiences While Caregiving". Presented at the 8<sup>th</sup> Annual Qualitative Health Research Conference, Banff, Alberta, April 4-6, 2002.
12. **Hughes, Karen D.** "Gender, Self-Employment and Economic Restructuring in Canada". Presented at the Canadian Sociology and Anthropology Association Annual Meetings, May 28-31, 2000.
11. Neufeld, Anne, Margaret Harrison, Miriam Stewart, **Karen D. Hughes** and Denise Spitzer. "Bridges: How Immigrant Women Family Caregivers Connect with Community Resources". Presented at the International Qualitative Health Research Conference, Banff, Alberta, April 6-8, 2000.
10. Neufeld, Anne, Margaret Harrison, Miriam Stewart, **Karen D. Hughes** and Denise Spitzer. "Participation of Immigrant Women Caregivers in Qualitative Research". Presented at the International Conference on Advances in Qualitative Methods, Edmonton, Alberta, February 18-20, 1999.
9. **Hughes, Karen D.** "Economic Restructuring and Women's Movement into Non-Traditional Jobs: Examining Canadian Trends from the 1970s to 1990s". Presented at Work, Employment and Society Conference, University of Cambridge, England, September 14-16, 1998.
8. **Hughes, Karen D.** "Women's Entrance into Male Dominated Occupations: A Comparison of Canadian and U.S. Trends, 1970-90". Presented at the American Sociological Association Annual Meetings, San Francisco, August 21-25, 1998.
7. **Hughes, Karen D.** "Gender and Self-Employment in Canada, 1976-97". Presented at the Canadian Sociology and Anthropology Association Annual Meetings, Ottawa, May 31-June 3, 1998.
6. **Hughes, Karen D.** "Restructuring Work, Restructuring Gender: Women's Movement into Non-Traditional Jobs in Canada". Presented at 'Restructuring Work and the Life Course: An International Symposium', University of Toronto, University of Toronto, May 7-9, 1998.
5. **Hughes, Karen D.** "The End of Work? Technological Change and Women's Employment in Canadian Financial and Business Services". Presented at the American Sociological Association Annual Meetings, Toronto, August 9-13, 1997.
4. **Hughes, Karen D.** and Graham S. Lowe. "Surveying the 'Post-Industrial' Landscape: Information Technologies, Job Polarization and the Changing Nature of Work". Co-presented at the Workshop

on Understanding Information Technology, Globalization, and Changes in the Nature of Work, University of Alberta, Canada, July 23-25, 1997.

3. **Hughes, Karen D.** "Computing Change: The Employment Impact of New Technologies on Women's White-Collar Work in Canada, 1971-91". Presented at the Canadian Sociology and Anthropology Association Annual Meetings, Montréal, June 5, 1995.
2. **Hughes, Karen D.** "Transformed by Technology? Gender Segregation and White-Collar Work in the Computer Age". Presented to the Cambridge Social Stratification Seminar, University of Cambridge, September 1991.
1. **Hughes, Karen D.** "Office Automation in Canada". Presented at the Western Anthropology and Sociology Association Annual Meetings, February 17-20, 1988.

### **Invited Panelist**

Invited Panelist. "Shaping the Future of Work in Canada: Beyond the COVID-19 Pandemic". Wellness Works Webinar, November 30, 2022.

Invited Panelist. "Current Trends in Women's Entrepreneurship". Presentation as part of Canada Global Entrepreneurship Monitor (GEM) Team. Alberta Government Cross-Ministry Workshop, Edmonton, October 3, 2016.

Invited Panelist. "Women's Entrepreneurship in Alberta and Canada". Alberta Government Workshop on Women & the Economy (co-panelists, Sarah Iqbal, World Bank; Todd Hirsch, Chief Economist, ATB; Tracey Scarlett, Alberta Women Entrepreneurs). Telus Centre, University of Alberta, February 22, 2016.

Invited Panelist. "Gender, Entrepreneurship & Sustainability". Roundtable presentation to Centre for Corporate and Social Responsibility (CCCSR), Alberta School of Business, University of Alberta, November 25, 2015.

Invited Panelist on "Women's Entrepreneurship in Canada". Annual Conference of the Canadian Council of Small Business and Entrepreneurship (CCSBE), MacEwan University, Edmonton, Canada, May 28, 2015.

Invited Panelist on the "2014 Canada GEM (Global Entrepreneurship Monitor) Report on Entrepreneurship". Annual Conference of the Canadian Council of Small Business and Entrepreneurship (CCSBE), MacEwan University, Edmonton, Canada, May 28, 2015.

Invited Panelist on "High Growth Women's Entrepreneurship", Annual Conference of Alberta Women Entrepreneurs (AWE), Edmonton, Alberta. May 3-4, 2012.

Invited Panelist on "Gender Issues in Organizations and Management", Canadian Conference on PRME (Principles for Responsible Management), MacEwan University, Edmonton, Canada, June 12, 2013.

### **Expert Witness**

Expert Witness (report and testimony) for Family Status Discrimination Case – *CEP 707 vs. SMS Equipment Co.*, Fort McMurray, Alberta, June 2013.

### **Working Papers/Reports/Conference Proceedings**

Hughes, Karen D. (2016). *Supporting Growth and Entrepreneurial Leadership in Women-Led Business: Assessing the Alberta Women Entrepreneurs (AWE) PeerSpark Growth-Accelerator Program.*

- Spitzer, Denise, Karen D. Hughes, Jacqueline Oxman-Martinez, Jill Hanley, Sara Torres (2008) "Discussion Paper for Policy Makers". *Prepared for focus group sessions for SSHRC Project The Land of Milk and Honey: After the Live-In Caregiver Program*. Ottawa: University of Ottawa.
- Hughes, Karen D. (2002) "Women and Corporate Directorships in Canada: Trends and Issues" in Daniel Zeghal (ed) *Good Corporate Governance in the Third Millennium: Improving the Systems by which Canadian Organizations are Governed*. Ottawa: University of Ottawa, CGA Accounting Research Centre.
- Hughes, Karen D. and Graham S. Lowe (1997) "Surveying the 'Post-Industrial' Landscape: Information Technologies, Job Polarization and the Changing Nature of Work in Canada", *Proceedings of the Workshop on Understanding Information Technology, Globalization and Changes in the Nature of Work*. University of Alberta.
- Hughes, Karen D. (1995) "Computing Change: The Employment Impact of New Technologies on Women's White-Collar Work in Canada", *SRG Working Paper 19*, Sociological Research Group, University of Cambridge, England.
- Hughes, Karen D., Graham S. Lowe and Allison McKinnon (1995) "Albertans' Experiences with Cuts to Health Care, Education and Public Sector Employment", *Research Discussion Paper 111*, Population Research Laboratory, Department of Sociology, University of Alberta, September 1995.
- Hughes, Karen D. (1993) "Transformed by Technology? Gendered Tasks and the Changing Nature of White-Collar Work", *SRG Working Paper 14*, Sociological Research Group, University of Cambridge, England.
- Hughes, Karen D. and Christel Lane (1992) "The Position of White-Collar Workers in the United Kingdom", Consultant's Report for the German Chamber of White-Collar Employees (Verband der Angestellten - Krankenkassen E.V.), Siegburg, Germany.
- Hughes, Karen D. (1990) "Developments in the Non-Traditional Employment of Women and Men in Canada, 1971-1986", *SRG Working Paper 1*, Sociological Research Group, University of Cambridge, England, 1990.

### **Book Reviews**

- Hughes, K.D. (2010) Review of Lara Campbell's *Respectable Citizens: Gender, Family and Unemployment in Ontario's Great Depression* in *Canadian Journal of Sociology* 35(4): 681-683.
- Hughes, Karen D. Review of Nicola Yeates (2009) *Globalizing Care Economies and Migrant Workers: Explorations in Global Care Chains* in *Canadian Journal of Sociology*, 34(4).
- Hughes, Karen D. (2000) Review of Marjorie DeVault, *Liberating Methods: Feminism and Social Research*. Philadelphia: Temple University Press, 1999, in *Canadian Journal of Sociology On-Line*, January-February (<http://www.arts.ualberta.ca/cjscopy/reviews/liberating.html>).
- Hughes, Karen D. (1997) Review of Daphne Spain and Suzanne M. Bianchi, *Balancing Act: Motherhood, Marriage, and Employment Among American Women*. New York: Russell Sage Foundation, 1996, in *Canadian Journal of Urban Research*, 6 (1): 99-101.
- Hughes, Karen D. (1996) Review of Audrey Kobayashi (ed) *Women, Work, and Place*. Montreal and Kingston: McGill-Queen's University Press, 1994, in *Canadian Journal of Urban Research*, 5 (1): 167-168.
- Hughes, Karen D. (1996) Review of Peter Blau, *Structural Contexts of Opportunities*. Chicago and London: The University of Chicago Press, 1994, in *Canadian Journal of Sociology*, 21 (3): 429-31.
- Hughes, Karen D. (1992) Review of Susan McRae et al., *Women into Engineering and Science: Employer's Policies and Practices*. London: Policy Studies Institute, 1991, in *Work, Employment and Society*, 6 (1): 154.



Hughes, Karen D. (1990) Review of Barbara Drygulski Wright (ed), *Women, Work and Technology: Transformations*. Ann Arbor: The University of Michigan Press, 1987, in *Canadian Journal of Sociology*, 15 (1): 102-104.

## TEACHING EXPERIENCE

### Graduate Teaching

#### Courses Taught

2019/20	<i>SOC 402 / 565: Sociology of Work in Contemporary Economies</i> Senior undergraduate and graduate course for MA and PhD students
2015 --	<i>SMO 686: Women and Leadership</i> Graduate level course for MBA students in the School of Business
2012 --	<i>SOC 565: Sociology of Work</i> Graduate level course for MA and PhD students in Sociology and other departments
2009/12	<i>SOC 605: Teaching and Professional Skills</i> Graduate level required course for PhD students in Sociology
2006/12	<i>SOC 603: Directed Readings on Sociology of Work and Professions</i> Graduate level individual study for PhD students in Sociology and School of Business
2004/05	<i>W ST 500: Directed Readings on Gender and Professions</i> Graduate level individual study offered to PhD students in School of Business.
2002/06	<i>WST 500: Directed Readings on Sociology of Gender, Work and Organizations</i> Graduate level individual study offered to PhD students in Department of Sociology.

#### Invited External Examiner / Reader

2022	Invited External Examiner for L. Hoang, PhD (University of Western Ontario), <i>The Meanings and Motivations for Working in the Platform Economy</i> .
2019	Invited External Examiner for A. Konnikov, PhD (Sociology, University of Calgary, Canada), <i>Gender, International Training and Ethnic Visibility: An Intersectional Approach to Studying Engineers in Canada</i> .
2015	Invited External Examiner for M. Foley, PhD (Business, University of Sydney, Australia), <i>Mothers in Company: The Entrepreneurial Motivations of Self-Employed Mothers in Australia</i> .
2013	Invited External Examiner for M. Noquera, Ph.D. (International Doctorate in Entrepreneurship and Management, Universitat Autònoma de Barcelona). <i>Female Entrepreneurship in Catalonia: An Institutional Approach</i> .
2006	Invited External Examiner for L. Harling Stalker (PhD, Sociology, Carleton University) <i>Crafting on the Fringe: Government Development Policy and Self-Employed Commodity Producers in Newfoundland</i> .

## Completed Graduate Supervision / Committees

2023

K. Heales, PhD (Strategy, Entrepreneurship & Management) *How Institutional Logics Influence Venture Growth: A Field Experiment with Tunisian Women Entrepreneurs*.

W. Schultz, PhD (Sociology) *Unspoken Commandments: Contemporary Correctional Officer Work Cultures and their Influence on Prison Conditions*.

2020

S. Cake, PhD (Sociology) *Union Relevance and Renewal in the Health Care Sector*. (Supervisor)

G. Kelly, MA (Sociology) *'Just go to Work': Gendered Harassment in Resource Extraction Work in Canada*. (Committee member)

2019

T. Yang, PhD, Visiting China Scholar from Department of Management Studies, Xi'an Jiaotong University (Supervisor for visiting period, September 2018 to August 2019).

2016

W. Silver, PhD (Sociology) *Who's the Boss? Work in Financial Services*. (Supervisor)

A. York, PhD (Sociology) *Gender, Organizations and Popular Culture* (Committee member)

2014

D. Dempsey, PhD (Strategic Management and Organization) *The Push and Pull of Entrepreneurial Careers*. (Committee Member)

J. Liao, PhD (Physical Education and Recreation), *Three Case Studies of WNBA in U.S. Sports Media*. (Committee Member)

E. Whiteman, MA (Sociology) *Telework and Work-Family Balance*. (Co-supervisor with Amy Kaler).

Z. Zhang, PhD (Strategic Management and Organization) *Immigrant Entrepreneurship in Canada*. (Committee Member)

2012

J. Payne, MA (Sociology) *Homelessness and Poverty* (Committee Member)

2011

L. Templeton (PhD, Sociology) *When Skills Don't Matter: Occupational Status Recovery Inequalities within Canada's High-Skilled Immigrant Population* (Committee member)

S. Wall (PhD, Sociology) *Self-Employment in Nursing: Precariousness, Professionalism and Possibilities in Non-Traditional Nursing Work* (Supervisor)

2010

R. Campbell (PhD, Sociology) *Professional Identity, Commitment, and Gender in Engineering* (Committee Member)

- A. Kumbamu (PhD, Sociology) *Grounding Global Seeds: A Contextual Comparison of the Politico-Ecological Implications of Genetically Modified Crops for Farming Communities in Alberta (Canada) and Andhra Pradesh (India)* (Committee member)
- 2009  
N. Anderson (MA, Sociology) *Women's Self-Employment and Public Policy*. (Co-supervisor with Harvey Krahn)
- 2007  
S. Girard (MA, Political Science) *Gender and the Division of Housework in Canada: An Exploration of Competing Models*. (Committee member)
- 2006  
K. GermAnn (PhD, Strategic Mgt and Organization) *Caring Matters: Creating and Sustaining Work Relationships that Produce Well-Being* (Committee member)
- A. Hense (MA, Sociology) *Mapping the Workplace Injury* (Committee member)
- A. Leonard-Weber (PhD, Sociology) *Self-Esteem and Mastery as Moderators of the Relationships Between Work and Non-Work Stressors and Depression* (Committee member)
- 2005  
A. Gazso-Windle (PhD, Sociology) *Gendering the Responsible Risk Taker: Social Assistance Reform of Parents' Citizenship, Market and Family Care Relations in 3 Western Provinces*. (Committee member)
- J. Walker (MSc, Human Ecology) *Still Work-Life 2002: A Portrait of Employed Eldercare Providers in Canada* (Committee member)
- 2003  
D. Hall-Hoffarth, (PhD, Sociology) *Juggling or Struggling? Self-Employed Women and Work-Family Balance* (Co-supervisor with Graham S. Lowe).
- 2002  
B. Leipert (PhD, Nursing) *How Women Maintain Their Health in Northern Geographically Isolated Settings* (Committee member).
- 2001  
L. Wilkinson (PhD, Sociology) *The School-to-Work Transition of Refugee Youth in Alberta* (Committee member).
- 1999  
J. Shaw (MSc, Human Ecology) *Called by the Circle: Three Women's Spiritual Life Stories* (Committee member).
- M. Sosteric (PhD, Sociology) *Electronic Journals and the Transformation of Scholarly Communication: Constraints and Technical Possibilities* (Committee member).
- 1998  
A. Fitz (MA, Phys Ed) *The Institution of Ballet: An Examination of its Role in Constructing Femininity* (Committee member).
- K. Kusher (PhD, Nursing) *How Mothers Make Health Decisions as They Work in the Family and in Paid Employment* (Candidacy committee member).
- D. Nickel (MA, History & Classics) *Realities and Reflections: Women and the Yukon Frontier During the Alaska Highway Project* (Committee member).

1997

K. Keithley (MA, History & Classics) *Feeding Community: Women's Culinary Labour on the Great Plains Farming Frontier, 1850-1920* (Committee member).

C. Voyageur (PhD, Sociology) *Employment Equity and Aboriginal People in Canada* (Committee member).

1996

L. Just (MSc, Rural Sociology) *Women and Agroforestry in Kabale District, Uganda* (Committee member).

A. Noronha (MA, Sociology) *Women's Paid Reproductive Labour in Canada, 1971-91* (Committee member).

S. Park (MA, Sociology) *The Gendered Nature of Volunteer Work* (Committee member).

### **Undergraduate Courses**

2006 -- Faculty of Arts and School of Business, University of Alberta, Canada  
 SMO 201: Introduction to Management  
 SMO 405: Gender Issues in Organizations  
 SOC 363: Sociology of Work and Industry  
 SOC 366: People in Industry (required for engineering students)

1994/2006 Faculty of Arts, University of Alberta, Canada  
 SOC 363: Sociology of Work and Industry  
 SOC 366: People in Industry (required for engineering students)  
 W ST 200: Introduction to Women's Studies  
 W ST 202: Current Issues in Women's Studies  
 W ST 302: Research and Methodologies  
 W ST 305/405: Women and Work (cross-listed to Sociology)  
 W ST 402: Honors Seminar/Project (Coordinator)  
 W ST 498: Gender, Globalization and Economic Restructuring

1993/94 Faculty of Social and Political Sciences, University of Cambridge, England  
 Lecture series for course on: Work, Industry and Inequality

1991/92 Faculty of Management Studies/Engineering, University of Cambridge, England  
 Supervision of students for course on: Work, Technology, and Society.

1988/92 Faculty of Social and Political Sciences, University of Cambridge, England  
 Supervision of students in: Work, Industry, and Inequality; Women in Society; Social Statistics and Methodology; Classical Sociological Theory

### **Executive Teaching**

2001/2007 *Social Environment*, School of Business, University of Alberta, Canada  
 Course offered for Province of Alberta managers on *The Social Environment* as part of the Senior Executive Management Development Program (SEMDP) and Management Development Program (MDP), through the Centre for Executive and Management Development at the University. In the most recent year of teaching, the quality of instruction was rated as 4.9/5.0.

2004/2006 *Gender & Corporate Boards*, School of Business, University of Alberta, Canada  
Workshop offered by School of Business through the Centre for Executive and Management Development at the University of Alberta.

## ADMINISTRATIVE SERVICE

2022/23

Member, Strategy Committee, Department of Sociology.  
Hiring Committee, Department of Strategy, Entrepreneurship and Management

2021/22

Member, EDI Review of Teaching Awards Working Group (Office of Vice-Provost, Learning Initiatives)  
Member, Graduate Policy and Programs Committee, Department of Sociology

2020/21

Co-Administrative Liaison, Equity, Diversity & Inclusivity Working Group, Department of Sociology

2019/20

Member, Advisory Committee for Sociology Unit Review, Sociology.  
Member, Graduate Policy and Programs Committee, Department of Sociology.

2018/19

Member, Advisory Evaluation Committee, Department of Sociology.  
Member, Graduate Policy and Programs Committee, Department of Sociology.

2017/18

Member, Advisory Evaluation Committee, Department of Sociology.  
Member, Equity Survey Committee, Central Administration, University of Alberta.

2016/17

Member, Screening Committee for Hiring in Sociology of Work, Department of Sociology.  
Member, Graduate Policy and Programs Committee, Department of Sociology (July – Dec)  
Author, Report for Sociology Graduate Training and Mentoring Pilot Program.  
Member, Nominating Committee, Canadian Business Leader of the Year, Alberta School of Business

2015/16

Associate Chair (Graduate), Department of Sociology, University of Alberta (January – June 2016)  
Member, Graduate Policy and Programs Committee, Department of Sociology.  
Member, Faculty of Arts Research Committee.  
Member, Undergraduate Policy Committee (SMO Rep), School of Business.

2014/15

Member, Graduate Policy and Programs Committee, Department of Sociology.  
Member, Faculty of Arts Research Committee.

2013/14

Member, Advisory Committee for FEC, Department of Sociology.  
 Member, Graduate Policy and Program Committee, Department of Sociology.  
 Member, Women's Network Award Adjudication Committee, School of Business.  
 Member, Faculty of Arts Research Committee.

2012/13

Member, Advisory Committee for FEC, Department of Sociology.  
 Member, Graduate Policy and Program Committee, Department of Sociology.

2009/12

Associate Chair (Graduate), Dept of Sociology. Responsible for approximately 80 students (60 PhD, 20 MA). Key duties: recruiting new students; overseeing scholarships, TAs, and graduate budget; academic advising; course scheduling for graduate program; ensuring program milestones; meeting FGSR requirements; chairing department, faculty, and university meetings.

Chair, Graduate Admissions and Awards Committee, Department of Sociology  
 Chair, Graduate Policy and Programs, Department of Sociology  
 Member, Faculty of Arts Graduate Chairs Council  
 Member, Faculty of Graduate Studies and Research Graduate Chairs Council  
 Member, Sociology Administrative Committee

2007/08

Member, Graduate Admissions and Awards Committee, Department of Sociology

2006/07

Member, Graduate Admissions and Awards Committee, Department of Sociology  
 Member, HSS Library Projects Committee  
 Member, Writing Task Force, Office of Provost and Dean of Arts (appointed by Dean of Arts)  
 External Representative, Economics Hiring Committee (hiring for 2 positions)

2005/06

Member, Faculty Evaluation Committee, Faculty of Arts (elected by Arts faculty)  
 Member, Women's Studies Executive Committee  
 Member, Writing Task Force, Office of Provost and Dean of Arts (appointed by Dean of Arts)

2000/06

Member, Faculty of Arts Honors Committee  
 Member, Women's Studies Executive Committee  
 Student Advisor (B.A. Honors), Women's Studies Program (bi-annual)

1999/2000

Member, AASUA Pension Committee  
 Member, Faculty of Arts Honors Committee  
 Member, Women's Studies Executive Committee  
 Student Advisor (B.A. Honors), Women's Studies Program

1998/99

- Member, AASUA Pension Committee
- Member, Faculty of Arts Honors Committee
- Member, Women's Studies Curriculum Committee
- Member, Women's Studies Executive Committee
- Student Advisor (B.A. Honors), Women's Studies Program

1997/98

- Chair, Women's Studies Curriculum Committee
- Library Liaison, Women's Studies Program
- Member, AASUA Pension Committee
- Member, Faculty of Arts Academic Appeals Committee (ad hoc)
- Member, Faculty of Arts Library Committee
- Member, Women's Studies Chair Search and Selection Committee
- Member, Women's Studies Executive Committee
- Member, Women's Studies/Anthropology Hiring Committee (support staff)
- Student Advisor (B.A. Honors), Women's Studies Program

1996/97

- Library Liaison, Women's Studies Program
- Member, Faculty of Arts Library Committee
- Member, Women's Studies Faculty Member Search and Selection Committee
- Member, Sociology Faculty Member Selection Committee
- Member, Women's Studies Executive Committee
- Review and revision of materials for Women's Studies Ethics Committee
- Student Advisor (B.A. Honors), Women's Studies Program

1995/96

- Co-Coordinator, Women's Studies Speaker Series
- Library Liaison, Women's Studies Program
- Member, Faculty of Arts Library Committee
- Member, Women's Studies Curriculum Committee
- Member, Women's Studies Executive Committee
- Member, Women's Studies Faculty Member Selection Committee
- Preview Organizer, Women's Studies Program
- Student Advisor (B.A. Honors), Women's Studies Program

1994/95

- Academic Advisor for Women's Studies Program, Summer Youth University
- Co-Coordinator, Women's Studies Speaker Series
- Library Liaison, Women's Studies Program
- Member, Dean's Advisory Committee on Women's Studies
- Member, Women's Studies Awards Committee
- Member, Women's Studies Chair Search and Selection Committee
- Member, Women's Studies Curriculum Committee
- Member, Women's Studies Program Committee
- Student Advisor (B.A. General), Women's Studies Program

1993/94

Academic Advisor for Women's Studies Program, Summer Youth University  
 Member, Women's Studies Program Committee  
 Student Advisor (B.A. General), Women's Studies Program (shared)

## **MEDIA – COMMENTARY**

- 2000 -- Occasional media commentary on gender, work and entrepreneurship; women's leadership; labour market inequality. Since 2000, I no longer track specific titles and commentaries.
- Oct 4, 2000 Media interviews with newspapers on *Women and Corporate Directorships in Canada: Trends and Issues*, published by CPRN. Stories on this report appeared in the Globe and Mail, National Post, Edmonton Journal, Calgary Herald, Le Devoir, and Le Soleil.
- Oct 27, 1999 Ontario Today, CBC Radio Ottawa. One hour interview/call in program on "Self-Employment in Canada"
- Sep 30, 1999 Media interviews on *Gender and Self-Employment in Canada: Trends and Issues*, published by CPRN. A total of 75 media stories appeared on this report in national (e.g., Globe and Mail, National Post, CBC) and local venues (e.g., Edmonton Journal, Alberta Venture).

## **PROFESSIONAL / VOLUNTEER SERVICE**

### **Editorial Board Member**

*Gender in Management: An International Journal* (2009 – present)  
*International Small Business Journal* (2017– present)

### **External Reviews – Tenure and Promotion, Programs, Other**

- 2020 Promotion Case, Lancaster University Management School, Lancaster, U.K.  
 Promotion Case, Haskayne School of Business, University of Calgary, Canada
- 2019 Canada Research Chair Nomination, Tier 1, McMaster University, Canada
- 2019 Promotion Case, University of College London, London, U.K.
- 2018 Promotion Case, Plymouth Business School, University of Plymouth, U.K.
- 2016 Tenure & Promotion Case, Department of Sociology, McMaster University, Canada
- 2015 Tenure & Promotion Case, ILR School, Cornell University, USA
- 2015 External Reviewer for Sociology Graduate Program, University of Western Ontario, Canada
- 2012 Tenure Case, Edwards School of Business, University of Saskatchewan, Canada
- 2010 Tenure & Promotion Case, Department of Sociology University of Western Ontario, Canada
- 2009 Tenure & Promotion Case, Telfer School of Business, University of Ottawa, Canada
- 2007 Tenure & Promotion Case, Department of Sociology, University of Calgary, Canada



### **Professional – Academic Leadership, Advisory Boards, Conferences, Reviewers**

Co-Chair, *Diana International Research Conference (DIRC)*, Babson College, Boston, June 4-7, 2023. DIRC is the leading conference globally on women's entrepreneurial activity. Over 120 delegates from 30 countries attending

Co-organizer, Sessions for Work, Professions & Occupations Cluster, *Canadian Sociology Association Annual Meetings*, May 29 – June 2, 2023 (Future of work; Professions, occupations, and inequalities)

Co-Chair, *Diana International Research Conference (DIRC)*, Dublin City University, Dublin, June 19-22, 2022. DIRC is the leading conference globally on women's entrepreneurial activity. Over 100 delegates from 25 countries attending.

Member, Gender and Trade Advisory Group, Global Affairs Canada, Government of Canada. Subject matter expert on women's enterprise, exporting and growth-oriented business (2021 to present).

Collaborators Advisory Board, Research at the Intersections of Gender (RIG) Initiative and Signature Area, University of Alberta (2017 to present).

Co-organizer, Work Cluster Sessions, Canadian Sociological Association Annual Meetings, Varied locations, 2016 to present.

Team Member, GEM Canada (Global Entrepreneurship Monitor) (2013 to present)

Chair, John Porter Memorial Book Prize, Canadian Sociology Association (2014-15)

Member, John Porter Memorial Book Prize, Canadian Sociology Association (2013-14 and 2015-16)

Member, Aid to Scholarly Publishing Program Committee, Canadian Federation of Humanities and Social Sciences (2012-14).

Co-Chair, 2010 Diana International Conference on Women's Entrepreneurship (2009-10). Banff, Canada, Aug 3-4, 2010. Over 80 delegates from 21 countries attending.

Co-Chair, 2009 Professional Development Workshop (PDW) on "Women's Entrepreneurship" at 2009 Annual Academy of Management Meetings. Chicago, USA, Aug 7-11, 2009.

Community Service-Learning Advisory Board (CSL), University of Alberta (2007-11)

Work and Learning Network Advisory Board (WLN), University of Alberta (2008 –11)

Changing Employment Relationships Project Advisory Board, Canadian Policy Research Networks (CPRN), Ottawa, Canada (1999-2001)

Member, Expert Panel for Women's International Centre for Economic Development (WICED), Liverpool, UK. Funded by the EU Regional Development Fund (2009-12)

### **(iii) Volunteer – Advisory Board and Committee Member**

Loan Review Committee, *Edmonton Community Loan Fund*, Canada (1999 - 2001)

Options for Women Board of Directors, Edmonton, Canada (1995 – 99)

### **PROFESSIONAL ASSOCIATIONS**

Member, Academy of Management

Member, American Sociological Association

Member, Canadian Sociological Association

Member, Diana International Research Institute