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
2020/2027	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 and 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 9th edition), and impactful policy reports. My work is highly cited (Google Scholar h-index=29, i10 index= 42, citations=4,838). I have held 19 Tri-Council grants, including 14 *SSHRC* grants as PI or CI ($2.5M 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* (8th 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 18 PhD and 12 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.

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 a member of the

Academy of Management, American Sociological Association, Canadian Sociological Association, and the Diana International Research Institute.

Editorial / Review: Editorial Board member for two key journals in my field (*Gender in Management; International Small Business Journal*) and past co-editor of a special issue *Entrepreneurship Theory and Practice*. I currently serve on the Editorial Review Board for the Diana International Research Conference on Women's Entrepreneurship (2024-27) and the SSHRC Insight Grant Merit Review Committee (2025-27). I review for a wide range of 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 diverse set of committees in three different departments and two faculties, including Faculty Evaluation Committee (Faculty of Arts), Advisory FEC (Sociology), and hiring committees. I have also contributed to several University-level committees on pay equity and equity, diversity and inclusion.

ACADEMIC APPOINTMENTS (Full Career)

2008 - Present	Professor, Dept of Sociology, University of Alberta, Canada Professor, Dept of Strategy, Entrepreneurship and Management, 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
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)

2020/27	Visiting Research Fellow, Diana International Research Institute (DIRI) and Centre for Women's Entrepreneurial Leadership (CWEL), Babson College, Boston, MA
2025/26	Xerox Canada Faculty Fellowship, Alberta School of Business, University of Alberta
2021/24	Alex Hamilton Professor of Business, Alberta School of Business, University of Alberta
2006 --	Listed in *Canadian Who's Who*
2000/06	Research Fellow, Canadian Policy Research Networks, Ottawa, Canada
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

25. 2026/28 Social Sciences and Humanities Research Council of Canada (SSHRC), Insight Development Grant. Understanding women's fear of failure: A national study on its impact and mitigation in Canadian Entrepreneurship. Co-investigator with T. Richard [PI] and I. Chadwick. Total: $85,547.

24. 2026/28 Canada First Research Excellence Fund (CFREF). Newcomer women's economic integration. Co-investigator with R. Breitkreuz [PI] and A. Konnikov. Total: $88,408.

23. 2024/25 Social Sciences and Humanities Research Council of Canada (SSHRC), Insight Grant. Becoming an entrepreneur without taking the big leap: Causes and consequences of hybrid entrepreneurship. Co-investigator with E. St-Jean [PI], M. Duhamel, C. Saunders, M. Tremblay. Total: $284,661.

22. 2024/25 Social Sciences and Humanities Research Council of Canada (SSHRC), Insight Grant. Employment activation: Experiences of newcomer mothers in Alberta, Canada. Co-investigator with R. Breitkreuz [PI] and A. Konnikov. Total: $87,828.

21. 2023/24 Social Sciences and Humanities Research Council of Canada (SSHRC), Partnership Engage Grant. Evaluation of entrepreneurial projects carried out by women and racial minorities: The role of gender and intersectional stereotypes. Co-investigator with E. St-Jean [PI] and D. Gagné. Total: $25,000.

20. 2022/26 Social Sciences and Humanities Research Council of Canada (SSHRC), Insight Grant. Retaining hybrid identity and purpose: Strategic responses to pressures when firms internationalize. Co-investigator with F. Angulo-Ruiz [PI], A. Pergelova and E. Muralidharan. Total: $234,363.

19. 2022/26 Social Sciences and Humanities Research Council of Canada (SSHRC), Insight Grant. Algorithmic and Intersectional? Gender, race, and automation in hiring processes. Co-investigator with N. Denier [PI] and H. Yang. Total: $100,311.

18. 2022/23 Future Skills Centre, Employment and Social Development Canada. Shaping the Future of Work in Canada: Beyond the COVID-19 Pandemic. Co-investigator with G.S. Lowe [PI], 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. Building Gender-Inclusive Entrepreneurial Ecosystems in Canada. Principal Investigator with C. Saunders and C. Brush. Total: $140,709.

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. Breitkreuz [PI]. Total: $24,965.

15. 2020/23 Social Sciences and Humanities Research Council of Canada (SSHRC) Canada-UK Artificial Intelligence Initiative. BIAS: Responsible AI for Labour Market Equality. Co-investigator with L. Kong [PI], B. Jiang, and N. Denier at University of Alberta, and ESRC funded teams at Lancaster University 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. Breitkreuz [PI], and researchers at University of Sydney, University of Ghana, University College Dublin. Total: $6,500.

13. 2019/24 Global Entrepreneurship Monitor (GEM) Canada, Gender & Entrepreneurship in Canada: Attitudes, Activity, Aspirations. Principal Investigator. Total: $53,000.

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]. Total: $90,000.

11. 2014/21 Social Sciences and Humanities Research Council of Canada (SSHRC), Insight Grant. Women's Leadership and Organizational Innovation in Canada: Entrepreneurial and STEM/SETT Sectors. Principal Investigator. Total: $188,730.

10. 2012/13 Killam Fund, Cornerstones Grant. Gender Diversity, Leadership, and Organizational Innovation in Engineering Firms. Principal Investigator. Total: $42,000.

9. 2012/19 Social Sciences and Humanities Research Council of Canada (SSHRC), Partnership Grant. On the Move: Employment-related Geographical Mobility in the Canadian Context. Co-investigator with B. Neis [PI], Memorial University. Total: $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. Total: $21,510.

7. 2008/13 Social Sciences and Humanities Research Council of Canada (SSHRC), Major Collaborative Research Initiative. Building Institutions and Capabilities for Work and Employment in the Global Era. Co-investigator with G. Murray [PI], Université de Montréal. Total: $2.5 million.

6. 2005/09 Social Sciences and Humanities Research Council of Canada (SSHRC), Standard Research Grant. Female Enterprise in Canada: Past, Present and Future. Principal Investigator. Total: $122,640.

5. 2005/09 Social Sciences and Humanities Research Council of Canada (SSHRC), Standard Research Grant. The Land of Milk and Honey? After the Live-In Caregiver Program. Co-investigator with D.L. Spitzer [PI], U Ottawa. Total: $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. Total: $2.5 million.

3. 1998/2002 Medical Research Council of Canada, Operating Grant. Patterns and Types of Non-support of Women Caregivers in Diverse Caregiving Situations. Co-investigator with A. Neufeld [PI], University of Alberta. Total: $144,200.

2. 1997/98 Prairie Centre of Excellence for Research on Immigration and Integration, Operating Grant. Immigrant Women's Experience as Family Caregivers: Support and Barriers. Co-investigator. Total: $15,000.

1. 1997/2001 Social Sciences and Humanities Research Council of Canada (SSHRC), Standard Research Grant. Gender and Economic Restructuring in Canada. Principal Investigator. Total: $64,000.

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
Diana International Research Conference (Review Board)

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
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 June 2026		
Total citations = 4,838	h-index = 29	i10- index = 42

Books

7. **Hughes, Karen D.,** Nicole Denier, Alla Konnikov and Philip Badawy (forthcoming Dec 2026) *Work, Industry and Canadian Society*. Whitby: Northrose Educational Resources. 9th edition.
6. Krahn, Harvey, **Karen D. Hughes**, and Graham S. Lowe (2021) *Work, Industry and Canadian Society*. Toronto, Canada: Nelson Education. 8th edition.
5. Krahn, Harvey, **Karen D. Hughes**, and Graham S. Lowe (2015) *Work, Industry and Canadian Society*. Toronto, Canada: Nelson Education. 7th 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. 6th edition.
2. Krahn, Harvey, Graham S. Lowe and **Karen D. Hughes** (2007) *Work, Industry and Canadian Society*. Scarborough, Canada: Thomson Nelson. 5th edition.
1. **Hughes, Karen D**. (2005) *Female Enterprise in the New Economy*. University of Toronto Press.

Peer-Reviewed Publications

33. **Hughes, Karen D**., Alla Konnikov, Nicole Denier and Yang Hu (2026) Problematizing the role of artificial intelligence in hiring and organizational inequalities: A multidisciplinary review, *Human Relations*, 79(2): 246-278.
32. Hu, Yang, Nicole Denier, Lei Ding, Monideepa Tarafdar, Alla Konnikov, **Karen D. Hughes**, Shenggang Hu, Bran Knowles, Enze Shi, Jabir Alshehabi Al-Ani, Irina Rets, Linglong Kong, Dengdeng Yu, Hongsheng Dai and Bei Jiang (2024) Language in job advertisements and the reproduction of labor force gender and racial segregation, *PNAS Nexus*, 3(12): 526-34.
31. Ding, Lei, Yang Hu, Nicole Denier, Enze Shi, Junxi Zhang, Qirui Hu, **Karen D. Hughes**, Linglong Kong, Bei Jiang. (2024) Probing Social Bias in Labor Market Text Generation by ChatGPT: A Masked Language Model Approach. *NeurIPS Proceedings: Advances in Neural Information Processing Systems 37*.
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*, 34(5): 483-501.
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.

27. **Hughes, Karen D**. and Jennifer E. Jennings (2021) Women's Entrepreneurship, *Oxford On-Line Bibliographies.* Oxford University Press.
26. Yang, Te, **Karen D. Hughes** and Wenhong Zhao (2021) Resource combination activities and new venture growth: Exploring the role of effectuation, causation, and entrepreneurs' gender. *Journal of Small Business Management*, 59(sup1): S73-S101.
25. **Hughes, Karen D**. and William Silver (2020) Beyond Time-Binds: Rethinking Work-Family Dynamics for a Mobile World, *Human Relations,* 73(7): 924-952.
24. **Hughes, Karen D.** and Te Yang (2020) Building Gender-Aware Ecosystems for Learning, Leadership and Growth, *Gender in Management: An International Journal,* 35(3): 275-290.
23. **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.
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 Research* 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 Organization* 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 / Policy Commentaries / Research Notes

5. Lowe, Graham S., **Karen D. Hughes,** Frank Graves, and Jim Stanford (2025) Assessing and improving job quality among Canada's self-employed, *The Dais (*Commentary article)
4. Lowe, Graham S., **Karen D. Hughes**, and Frank Graves (2024) The lasting impact of work from home. Policy Options (April).
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 workers more say in back-to-office plans. *Policy Options* (February).
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. *Globe and Mail*. May 2, 2023.

Policy Reports

20. Elam, Amanda B., Mahsa Samsami, Fatima Boutaleb, Ulrike Guelich, Maribel Guerrero, **Karen D. Hughes**, Natanya Meyer (2025), *Navigating Challenges, Driving Change: GEM 2024-25 Women's Entrepreneurship Report*. London: Global Entrepreneurship Monitor.
19. Elam, Amanda B., **Karen D. Hughes,** and Mahsa Samsami (2024) *Reshaping Economies and Communities: GEM 2023/24 Women's Entrepreneurship Report*. London: Global Entrepreneurship Monitor.

18. **Karen D. Hughes** and Chad Saunders (2024) *Women's Entrepreneurship in the Prairie Canada Region: Results of the 2023/24 GEM Canada Survey*. Special Report prepared for Prairies Economic Development Canada (PrairieCan), Government of Canada. Calgary: The Centre for Innovation Studies (THECIS). 58 pages.

17. Elam, Amanda B., **Karen D. Hughes**, Mahsa Samsami (2023) *GEM 2022/23 Women's Entrepreneurship Report: Challenging Bias and Stereotypes*. Global Entrepreneurship Monitor.

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) *GEM 2020/21 Women's Entrepreneurship Report: 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-Ani, 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 Dianez González, Ana Fernández Laviada, Catalina Nicolas Martínez, Alicia Rubio Bañón, Nihel Chabrak, 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

10. **Hughes, Karen D.,** Amy Kaler and Alla Konnikov (2026) Women's economic empowerment in Canada through an intersectional lens. In Rhonda Breitkreuz and Marian Baird (eds) *Women's Economic Empowerment and the State.* Cheltenham: Edward Elgar.
9. Breitkreuz, Rhonda, Marian Baird, and **Karen D. Hughes** (2026) Introduction. In Rhonda Breitkreuz and Marian Baird (eds) *Women's Economic Empowerment and the State.* Cheltenham: Edward Elgar.
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*. Cheltenham: 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): 575-591. 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., and **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,* 14(10): 1418-1428. 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

35. Breitkreuz, Rhonda, Alla Konnikov and **Karen D. Hughes**. Women's Economic Empowerment and the State: A Critical Ecological Approach. Author Meets Readers Session. Work and Family Researchers Network (WFRN), Montreal, June 17-20, 2026.

34. **Hughes, Karen D**. Women's Entrepreneurship in the Prairie Canada Region. Results from the GEM Canada 2023 Survey. Invited presentation to cross-ministry workshop. Edmonton, Alberta. November 21, 2024.

33. Elam, Amanda, **Karen D. Hughes,** and Mahsa Samsami. GEM 2023/24 Women's Entrepreneurship Report: Insights Driven by 25 Years of GEM Data. Virtual Seminar, November 19, 2024.

32. **Hughes, Karen D**. Women's Entrepreneurship in Alberta and Canada: Past, Present and Future. Invited presentation to the Board of Alberta Women Entrepreneurs. September 18, 2024.

31. Elam, Amanda, **Hughes, Karen D**. and Mahsa Samsami. 2023. Key insights from the 2022/23 GEM Report on Women's Entrepreneurship: Challenging Bias and Stereotypes. Virtual seminar. November 11, 2023.

30. Konnikov, Alla, **Hughes, Karen D**. and Amy Kaler. 2023. Women's economic empowerment in Canada: An intersectional approach. Presentation in Sydney, Australia to the ReNEW workshop. University of Sydney Business School, Sydney, Australia. November 14, 2023.

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 PrairieCan / 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 21st 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**. 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.

11. **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.

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.** 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.

8. **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.

7. **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.

6. **Hughes, Karen D**. Where are the Women Directors? Invited Presentation to the 10th Annual Conference, CGA-Accounting Research Centre, Faculty of Business, University of Ottawa, Ottawa, Canada. October 18, 2001.

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

42. Li, Taoting, Chad Saunders and **Karen D. Hughes**. Problem-Oriented Ecosystem Support for Entrepreneurs: An Intersectional Analysis. Paper presentation to Academy of Management Annual Meetings, Philadelphia, July 31 – August 4, 2026.

41. Breitkreuz, Rhonda, Alla Konnikov and **Karen D. Hughes**. Employment Activation for Newcomer Women in Canada: A Pathway to Labour-Market Integration? Paper presentation to Work and Family Researchers Network (WFRN), Montreal, June 17-20, 2026.

40. Soleimani, Leila, Hadi Fariborzi, Shu Yang, Chad Saunders, Piers Steel and **Karen D. Hughes**. *Mountains out of molehills? A meta-analysis of the gender-performance debate in entrepreneurship*. Paper presentation to Babson College Entrepreneurship Research Conference (BCERC), University of Alabama, Tuscaloosa, Alabama, June 3-6, 2026.

39. Li, Taoting, Chad Saunders and **Karen D. Hughe**s. Problem-Oriented Ecosystem Support for Entrepreneurs: An Intersectional Analysis. Paper presentation to Administrative Sciences Association of Canada (ASAC), May 22-25, 2026.

38. Pergelova, Albena, **Karen D. Hughes** and Fernando Angulo-Ruiz. Imprinting of Social Goals for Women-Led B-Corp Certified Ventures. Paper presentation to the Diana International Research Conference (DIRC), Auckland, New Zealand, July 1-4, 2025.

37. Yang, Shu, Kun Lin, and **Karen D. Hughes**. Gendered Finance Inequalities: Exploring the Effects of Institutional and Human Capital of Funding Gaps Across Cultures. Paper presentation to the Babson College Entrepreneurship Research Conference (BCERC), June 4-7, 2025.

36. Konnikov, Alla and **Karen D. Hughes**. Labour Market Trends over Two Decades in Canada: An Intersectional Perspective. Paper presentation to the Work and Family Researchers Network (WFRN), Montreal, June 21, 2024.

35. Zhang, Ruth, Rebecca Deutsch and **Karen D. Hughes**. Between the Supply and Demand Sides: How Employers and Job Seekers Navigate Intersectional Inequalities in AI Automated Hiring. Paper presentation to Work and Family Researchers Network (WFRN), Montreal, June 20-24, 2024.

34. Carlson, Jessica, Chad Saunders and **Karen D. Hughes**. Heterogeneity in Nations: Implications for Gendered Entrepreneurial Propensity and Policy Introduction. Paper presentation to the Diana International Research Conference (DIRC), Stockholm, June 1-3, 2024.

33. Konnikov, Alla and **Karen D. Hughes**. 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, Toronto, Canada May 29 – June 2, 2023.

32. **Hughes, Karen D**. 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, 2020 (virtual session).

31. Yang, Te and **Karen D. Hughes**. Resource Combination Activities and New Venture Growth: The Role of Entrepreneurs' Characteristics. Paper presentation to Academy of Management Annual Meetings, August 7-11, 2020 (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. Paper presentation to Academy of Management Careers Division Special Conference, Vienna, 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. Paper presentation to Babson College Entrepreneurship Research Conference (BCERC), Wellesley, 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, Nord 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 presentation to 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. Panel presentation, Reunited: The Experiences of Former Filipino Live-in Caregivers and their Families Renegotiating Gender and Familial Roles, 15th 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 presentation to 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 presentation to 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 presentation to the 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 presentation to 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 to the American Sociological Association, New York, August 11-14, 2007.

19. **Hughes, Karen D.** Does Motivation Matter? Women's Entrepreneurship and Economic Success. Paper presentation to the American Sociological Association, Montreal, August 11-14, 2006 and 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 presentation to 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. Non-support and Advocacy Among Family Caregivers. Poster presented at 65th 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 Non-support and Family Caregiving. Paper presentation to 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. Paper presentation to the 6th 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. Paper presentation to the 8th Annual Qualitative Health Research Conference, Banff, Alberta, April 4-6, 2002.

12. **Hughes, Karen D.** Gender, Self-Employment and Economic Restructuring in Canada. Paper presentation to 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. Paper presentation to 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. Paper presentation to 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. Paper presentation to 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. Paper presentation to American Sociological Association, San Francisco, August 21-25, 1998.

7. **Hughes, Karen D**. Gender and Self-Employment in Canada, 1976-97. Paper presentation to the Canadian Sociology and Anthropology Association, Ottawa, May 31-June 3, 1998.

6. **Hughes, Karen D**. Restructuring Work, Restructuring Gender: Women's Movement into Non-Traditional Jobs in Canada. Paper presentation to the Restructuring Work and the Life Course: An International Symposium, 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. Paper presentation to the American Sociological Association, 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. 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. Paper presentation to 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. Paper presentation to the Cambridge Social Stratification Seminar, University of Cambridge, September 1991.

1. **Hughes, Karen D.** Office Automation in Canada. Paper presentation to the Western Anthropology and Sociology Association Annual Meetings, February 17-20, 1988.

Invited Panellist

Hughes, Karen D. What is Women's Entrepreneurship Research? A Framing Conversation. Doctoral Colloquium, Diana International Research Conference, Auckland, New Zealand, July 2, 2025.

Hughes, Karen D. Research Insights on Gender and Entrepreneurship: Capturing Diversity and Intersectionality. Diana International Research Conference, Impact Day. Babson College, Wellesley, MA, June 7, 2023.

Hughes, Karen D. Shaping the Future of Work in Canada: Beyond the COVID-19 Pandemic. Wellness Works Webinar, November 30, 2022.

Hughes, Karen D. 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.

Hughes, Karen D. 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.

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

Hughes, Karen D. Women's Entrepreneurship in Canada. Annual Conference of the Canadian Council of Small Business and Entrepreneurship (CCSBE), MacEwan University, Edmonton, Canada, May 28, 2015.

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

Hughes, Karen D. Gender Issues in Organizations and Management. Canadian Conference on PRME (Principles for Responsible Management Education), MacEwan University, Edmonton, Canada, June 12, 2013.

Hughes, Karen D. High Growth Women's Entrepreneurship. Annual Conference of Alberta Women Entrepreneurs (AWE), Edmonton, Alberta. May 3-4, 2012.

Expert Witness

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

Reports / Proceedings / Working Papers

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 & SUPERVISION

Graduate Teaching

Courses Taught

2015 -- *SEM 686 / 653: Women and Leadership*
Graduate level elective course for MBA students in the School of Business

2019/20 *SOC 402 / 565: Sociology of Work in Contemporary Economies*
Senior undergraduate and graduate course for MA and PhD students

2012/19 *SOC 565: Seminar in the Sociology of Work*
Graduate level course for MA and PhD students in Sociology and other departments

2009/12 SOC 605: *Teaching and Professional Skills*
Graduate level required course for PhD students in Sociology

2006/12 SOC 603*: Directed Readings on Sociology of Work and Professions*
Graduate level individual study for PhD students in Sociology and School of Business

2004/05 *WST 500: Directed Readings on Gender and Professions*
Graduate level individual study offered to PhD students in School of Business.

2002/06 *WST 500: Directed Readings on Sociology of Gender, Work and Organizations*
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), *The Meanings and Motivations for Working in the Platform Economy.*

2019 Invited External Examiner for A. Konnikov, PhD (Sociology, University of Calgary, Canada), *Gender, International Training and Ethnic Visibility: An Intersectional Approach to Studying Engineers in Canada.*

2015 Invited External Examiner for M. Foley, PhD (Business, University of Sydney, Australia), *Mothers in Company: The Entrepreneurial Motivations of Self-Employed Mothers in Australia.*

2013 Invited External Examiner for M. Noguera, Ph.D. (International Doctorate in Entrepreneurship and Management, Universitat Autonoma de Barcelona). *Female Entrepreneurship in Catalonia: An Institutional Approach*.

2006 Invited External Examiner for L. Harling Stalker (PhD, Sociology, Carleton University) *Crafting on the Fringe: Government Development Policy and Self-Employed Commodity Producers in Newfoundland.*

Graduate Supervision / Committees / Advisory Roles (completed only)

2026 S. Shearer (MA, Sociology) *Redefining Success: The Experiences of Working Mothers in the Direct Sales Industry in Alberta.* (Supervisor)

2025 J. Sloan (PhD, Strategy, Entrepreneurship and Management) *How Organizations Work with Multiple Futures.* (Examining Committee Member).

G. Zahid (MA, Sociology) *The Devaluation of Feminized Occupations in Canada, 1991-2021.* (Co-supervisor with Dr. N Denier).

2024 J. Carlson, DBA (Management, Haskayne School of Business) *Mobilizing Female Entrepreneurship Research to Inform Policy*. External mentor and co-author, University of Calgary (External Advisor).

S. Hill, MA (Sociology) *Exploring the Intersections of Gender and Rurality in the Canadian Labour Market.* (Co-supervisor with Dr. N Denier).

2023 K. Heales, PhD (Strategy, Entrepreneurship & Management) *How Institutional Logics Influence Venture Growth: A Field Experiment with Tunisian Women Entrepreneurs.* (Examining Committee Member).

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

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.* (Examining 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.* (Examining Committee Member).

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

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

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

2006 K. GermAnn (PhD, Strategic Mgt and Organization) *Caring Matters: Creating and Sustaining Work Relationships that Produce Well-Being* (Examining Committee Member).

A. Hense (MA, Sociology) *Mapping the Workplace Injury* (Examining Committee member).

A. Leonard-Weber (PhD, Sociology) *Self-Esteem and Mastery as Moderators of the Relationships Between Work and Non-Work Stressors and Depression* (Examining 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* (Examining 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. Kushner (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

2020 -- Faculty of Arts and School of Business, University of Alberta, Canada
SOC 363: Sociology of Work and Industry

2006/19 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)
WST 200: Introduction to Women's Studies
WST 302: Research and Methodologies
WST 305/405: Women and Work (cross-listed to Sociology)
WST 402: Honors Seminar/Project (Coordinator)
WST 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

2001/07 *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.

2004/06 *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

2025/26
Member, Graduate Policy and Programs Committee, Department of Sociology

2024/25
Member, Graduate Policy and Programs Committee, Department of Sociology

Member, Adjudication Committee for Ronald K. Banister Chair, Alberta School of Business.

2023/24

Member, Graduate Admissions and Awards Committee, Department of Sociology
Member, Adjudication Committee for Winspear Chair, Alberta School of Business.

2022/23

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

2021/22

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

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 (BA. 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 (BA. 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. Note: 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

Diana International Research Conference on Gender and Entrepreneurship (2024 – 27)
Gender in Management: An International Journal (2009 – present)
International Small Business Journal (2017– present)

Grant Adjudication

2025/27 Member, SSHRC Insight Grant Adjudication Committee 14C (Business, Management and related fields)

2024/25 Member, NSERC Adjudication Committee, Labs to Markets Funding Stream. Adjudicated letters of intent and final applications, 2024 Competition Cycle.

External Reviews – Tenure and Promotion, Programs, Other

2024 Tenure & Promotion Case, Department of Sociology, University of Toronto.

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 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-organizer, Sessions for Work, Professions & Occupations Cluster, Canadian Sociological Association Annual Meetings, Halifax, Canada and virtual sessions, June 1-13, 2026.

Co-organizer, Sessions for Work, Professions & Occupations Cluster, Canadian Sociological Association Annual Meetings, June 1-5, 2025, Toronto, Canada and virtual sessions, June 9-13, 2025.

Co-organizer, Sessions for Work, Professions & Occupations Cluster, Canadian Sociological Association Annual Meetings, June 3-7, 2024, Montreal, Canada.

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 Sociological Association Annual Meetings, May 29 – June 2, 2023.

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 2022).

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

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

Member, John Porter Memorial Book Prize, Canadian Sociological Association (2013 to 2016)

Member, Aid to Scholarly Publishing Program Committee, Canadian Federation of Humanities and Social Sciences (2012 to 2014).

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 to 2011)

Work and Learning Network Advisory Board (WLN), University of Alberta (2008 to 2011)

Member, Expert Panel for Women's International Centre for Economic Development (WICED), Liverpool, UK. Funded by the EU Regional Development Fund (2009 to 2012)

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

(iii) Volunteer / Community Service – Advisory Board and Committee Member

Windsor Park Citizens Coalition, Edmonton, Canada (2022 to present)

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

Board of Directors, Options for Women Board, Edmonton, Canada (1995 to 1999)

PROFESSIONAL ASSOCIATIONS

Member, Academy of Management

Member, American Sociological Association

Member, Canadian Sociological Association

Member, Diana International Research Institute