

**PROGRAM AEPP**

**Montréal, September 23-25 th 2009**

**DAY I – Wednesday September 23<sup>rd</sup>**

**100, SHERBROOKE Street WEST, (PAVILLON TÉLUQ – AMPHI SU-1550)**

Note : R is entrance level (Rez-de-Chaussée) , J floor is one level below R; and 1550 and 1240 are on first floor, one above R.

**Opening Word: Raymond Duchesne, Director general of Teluq-UQAM**

**Opening session: 13 to 13 h 30 h (John Keenan, president of AEPP and Diane-Gabrielle Tremblay, Conference Chair)**

**13 h 30 to -17 h 30 special sessions on Québec – Montréal (In partnership with the Political Economy Asstn and CURA on work-life articulation):**

**13 h 30 to 15 h 15:**

***Special session 1: Issues of governance and social economy actors in Montreal and Québec***

Diane-Gabrielle Tremblay: chair

**Juan-Luis Klein** (professor, Geography dept. UQAM): Governance in the city of Montreal : the role of social actors

**Jean-Marc Fontan** (professor, Sociology Dept. UQAM): The Quebec Model and Social Innovation: a Sector and Territorially Based System

**Christian Yaccarini** (director, Société de dévt Angus): La Société de développement Angus: du Technopole Angus au boulevard St-Laurent; une économie sociale du marché!

**Pierre Morissette** (director, RESO Community Economic Devt Corporation): Community-based employment and economic development in Montreal

**Vincent van Schendel**, UQAM: discussant

**15 h 30 to 17 h 30 Special session 2:**

**Diane-Gabrielle Tremblay: chair and discussant**

***Special session 2- Gender, work and family responsibilities; the situation in Canada and Québec***

***Impact of family responsibilities on professional activity and consequences of family-work balance for parents: the case of Québec's workers***

Sandra Gagnon, Analyst, Labour Statistics Program, Institut de la statistique du Québec

***Family Work Patterns and Well-Being***

Sébastien LaRochelle-Côté, Chief Advisor, Statistics Canada

***Fathers' use of paid parental leave 2000 – 2008***

Katherine Marshall, Chief, Content and Analysis, Statistics Canada

***Professional activities and family responsibilities: are mothers still disadvantaged in their job quality?***

Luc Cloutier, Analyst, Labour Statistics Program, Institut de la statistique du Québec

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Room R-360

***15 h 30 to 17 h 30 : Current financial crises and terrorism***

Track chair : Lilia Rekik, Professor of Finance and Accounting, Télé-Université, University of Quebec in Montreal

*“State Governments face Cash Crunch: it’s time for Performance-Based Budgeting”*,

L. W. Murray, University of San Francisco, and Alev M. Efendioglu, University of San Francisco.

*“The Impact of the Financial Crisis on the Tunisian Economy”*, SEGHIR Sonia, Professor of Economics, High School of Economic and Commercial Sciences, Tunis.

*“The Future of Terrorism: How Terrorism Could Affect Organizations in Times of Economic Uncertainty”* Jack Kondrasuk

**18 h- to 20 h in R 240: Buffet sponsored by AEPP – with “Meet the Editors”  
presentation**

by John P. Keenan (Session Chair) President, Institute for Leadership and Global Education (ILGE)

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**DAY II – Thursday September 24<sup>th</sup>**

**Session 1- 8h30 to 10h15**

Room: 1550

R-360

R-240

J-130

<p><b>Special “invited track”</b></p> <p>In partnership with SSHRC Projects (CURA on Management of Ages and Social Times; Career and Entrepreneurship in Creative Industries) and the Political Economy Association</p> <p><b>Creativity, Learning and Careers: the case of Québec</b> Chairs: Eduardo Davel and Diane-Gabrielle Tremblay</p> <p><b>Créativité et carrières dans le film Creativity and Careers in Film</b> Chairs: Eduardo Davel and Diane-Gabrielle Tremblay</p> <p>Benoît Dubois (Institut national de l'image et du son)</p> <p>Jacques Blain (Cirrus</p>	<p><b>Session: Suppose We Took Entrepreneurial Ventures Seriously</b> Chair: Larry E. Pate, University of North Dakota, USA</p> <p><b>What Every Entrepreneur Needs to Know about IT</b> Timothy P. O’Keefe, University of North Dakota, USA</p> <p><b>Still Alive! Entrepreneurship as a Response to Fate</b> Catherine Glée, University of Jean Moulin Lyon 3, France</p> <p><b>Just How Honest Are Entrepreneurs Anyway? A Study of Corruption in Entrepreneurial Ventures</b> Larry E. Pate, University of North Dakota, USA Timothy P. O’Keefe, University of North Dakota, USA</p>	<p><b>Track Name: Human Resource Management and Development</b> Session Chair &amp; Discussant: Jeffery D. Houghton</p> <p>Session 1: <b>Human Resource Practices and Employee Reactions</b></p> <p>Paper 1: <b>“No particular place to sit? Exploring the issues of the flexible office for HRM”</b> Lynne Bennington RMIT University</p> <p>Paper 2: <b>“Analysis of human resources practices as competitive identifiers: An approach from the resource-based view”</b> Nuria C. Babío University of A Coruña, Spain</p> <p>Paper 3: <b>Equity sensitivity in “fringe” benefit valuation and satisfaction</b></p>	<p><b>Panel on Employee Rights Track: Québec’s Pay Equity Law, 12 years Later / La loi sur l’équité salariale au Québec, 12 ans plus tard (an English / French panel in which the chairperson acts as translator) (4 presentations)</b> Chairperson : Jennifer Beeman, Doctoral Student, Department of Sociology, UQAM</p> <p><b>L’équité salariale au Québec : un droit fondamental / Pay Equity in Québec: A Basic Right</b> Stéphanie Tourangeau, CIAFT;</p> <p>Ruth Rose, full professor, economics dept, UQAM;</p> <p>Nathalie Goulet, director, Conseil d’intervention pour l’accès des femmes au travail</p>
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<p>communications, producteur associé)</p> <p>Martin Paul-Hus (Amérique Films, producteur)</p> <p>Yannick B. Gélinas (réalisatrice, bloggeuse)</p>	<p>James P. Haskins, University of North Dakota, USA                  Craig A. Silvernagel, University of North Dakota, USA</p> <p><b>Managing Human Capital in Micro- and Pre-IPO Businesses</b>                  James P. Haskins, University of North Dakota, USA                  Sean Valentine, University of North Dakota, USA</p> <p><b>Discussant:</b> Timothy P. O’Keefe, University of North Dakota, USA</p>	<p>Craig M. Reddock &amp; Bart L. Weathington, the University of Tennessee at Chattanooga</p>	<p>(CIAFT)</p> <p><b>Pay Equity in Québec: Challenging the Gender Order while Reinforcing Class Relations? / La Loi sur l’équité salariale (LÉS) du Québec : une plus grande menace aux rapports de genre qu’aux rapports de classe?</b>                  Jennifer Beeman, Doctoral Student, Department of Sociology, UQAM</p> <p><b>La loi québécoise sur l’équité salariale considérée comme dispositif juridique d’égalité des sexes et comme levier de changement organisationnel visant une plus grande justice sociale / Québec’s Pay Equity Act as a Legal Gender Equity Device and as a Tool for Organisational Change Aimed at Greater Social Justice</b>                  Louise Boivin, PhD student, UQAM</p>
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**BREAK**

**Montréal, 23 au 25 septembre 2009**

**Session 2 – 10h30 to 12h15**

**Room : 1550**

**R-360**

**R-240**

**J130**

<p><i>Créativité et carrières dans le multimédia</i>  <b>Creativity and Careers in Multimedia</b>                  Chairs: Diane-Gabrielle Tremblay and Eduardo Davel</p> <p>Sylvie Gagnon, Directrice générale, TECHNOcompétences</p> <p>Antoine Carre, fondateur et président, directeur général, Bug-Tracker</p> <p>Marc Beaudet, co-fondateur de Turbulent Media et président du Regroupement des producteurs multimédia (RPM)</p> <p>Éric Poirier, Turbulent Media                  Alexandre Renaud, Centre NAD</p>	<p><b>Performance Talent Management Issues in IHRM</b>                  Session organizers: IHRM : Carolyn Wiley, Professor of Management, Roosevelt University.                  Lynne Bennington, RMIT, Melbourne Vic 3001 Australia,                  Session Chair : Lynne Bennington, RMIT                  Session Discussant : Carolyn Wiley, Roosevelt University</p> <p><b>An Organization Development Framework in Decision Making: Implications for Performance in Organizations</b>                  Presenters: Mesut Akdere and Brian A. Altman, University of Wisconsin-Milwaukee,</p> <p><b>Internet Recruitment Effectiveness: Can Internet Recruitment Reduce New Hire Voluntary Turnover?</b>                  Presenters: Junsheng Zhang, Bank of China and CUFU,</p>	<p><b>Ethics and Leadership in a Changing World of Work</b>                  Session Chair &amp; Discussant: Bart L. Weathington</p> <p>Paper 1:  <b>Ethical Challenges in Organization Development</b>                  Dennis M. Cashman                  Cashman Development, LLC</p> <p>Paper 2:  <b>Typical idealized influence attributional performance, maximal idealized influence attributional performance and ideal idealized influence attributional performance</b>                  Chaudhary I. Sarwar, Zaib Sarwar, &amp; Chaudhary M. Sarwar                  University of the Punjab, Lahore, Pakistan</p> <p>Paper 3:  <b>Toward a More Parsimonious Model of Arbitrator Acceptability: What Matters Most in Arbitrator</b></p>	<p><b>Strategy and governance</b>                  Chairs and discussants : Alev Efendioglu and Rand Fandrich</p> <p>1. Doreen Gooden, Twila Mae Logan and Helen K Simon.  <b>"Corporate Governance in the Hospitality Industry: Special Case of the Service Industry"</b></p> <p>2. Ali Soreyi , Iran  <b>"Prioritization of Barriers to Implementation of Enterprise Resource Planning by using AHP-FUZZY Technique"</b></p> <p>3. Humera Khan, Iran  <b>"Corporate governance effect on ownership and control in firms: a study from Pakistan"</b></p> <p>4. Sayed Golafshani, Iran  <b>"Design a model for privatization in Iran"</b></p> <p>5. <b>Necessity and Effectiveness of CORPORATE SOCIAL</b></p>
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	<p>Beijing, China; Yamin Zeng, Tsinghua University, Beijing, China, Webster Weichu Xu, College of Business and Public Administration, Old Dominion University.</p> <p><b><i>Managing Absenteeism through Improved HR Practice.</i></b> Priscilla Glidden, Dion Greenidge and Betty Jane Punnett, Univer, University of the West Indies, Cave Hill</p> <p><b><i>Corporate Social Responsibility in the Wake of Globalization in India</i></b> Ranjan Phadke, Lead Customer Experience Analyst – Infosys BPO – India.</p>	<p><b><i>Selection?</i></b> Randy D. Elkin, Jeffery D. Houghton, &amp; Sarah Stevenson West Virginia University</p>	<p><b><i>RESPONSIBILITY (CSR) In the developing states with reference to Pakistan</i></b> Dr. M. Abuzar Wajidi</p>
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**LUNCH (on your own, see list of restaurants)**

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**Session 3 – 13h30 to 15h15**

**Room: 1550**

**R-360**

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**J130**

<p><i>Créativité et carrières dans la mode</i> <i>Creativity and Careers in Fashion</i></p> <p>Chairs: Diane-Gabrielle Tremblay and Eduardo Davel</p> <p>Rosie Godbout (designer de mode)</p> <p>Renata Morales (designer de mode)</p> <p>Michelle Beaudoin (UQAM, École supérieure de mode)</p> <p>Pao Lim (Tristan)</p> <p>Julie Magnan (Touch of me)</p> <p>Jennifer Pocobene (Harricana Par Mariouche)</p> <p>Amélie Gingras-Rioux (Annie 50)</p>	<p><i>Curriculum and instruction : 13 h 30 to 17 h 15</i> <i>1<sup>st</sup> part: Customer/Client communications Curriculum enhancements</i></p> <p>Dr. Helen Simon “<i>Building a Trading Room for the University</i>” Florida International University.</p> <p>Dr. Carole Ann Creque “<i>Delivering Customer Service training throughout the University</i>”</p> <p>Dr. Doreen J. Gooden “<i>Incorporating Study Abroad Program in the Curriculum</i>” :</p> <p>Dr. Ginette Roberge (Laurentian University) : “<i>Will Countering School Bullying at the Administrative Level Become a Lesser Priority in Times of Economic Uncertainty? A Developmental</i></p>	<p><i>Changing Practices and Considerations in Human Resource Management</i> Session Co-Chairs: Jeffery D. Houghton &amp; Bart L. Weathington</p> <p>Paper 1: <i>How does corporate governance affect employees’ compensation and job security? Evidence from Canada and the UK</i> Tawfk Said HEC Montreal</p> <p>Paper 2: <i>“E-commerce and transformation of traditional labour market”</i> Singh Sumanjeet University of Delhi</p> <p>Paper 3: <i>“The Effects of Alternative Sources of Information on the Selection Decision Making Process”</i> Autumn R. Bechtel &amp; Bart L. Weathington, the University of Tennessee at Chattanooga</p>	<p><i>Special session: Meet the editors :</i> <i>Session Chair:</i> John P. Keenan (Session Chair) President and Professor of Leadership Studies, Institute for Leadership and Global Education (ILGE)</p> <p>Presenters Editor-in-Chief John P. Keenan, The Institute for Leadership and Global Education, Orchard Park, New York,</p> <p>Co-Editors Alev Efendioglu, University of San Francisco, San Francisco, California</p> <p>Richard Fitzpatrick, Manhattan College, Riverdale, New York Associate Editor</p> <p>Lynne Bennington, RMIT</p>
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	<i>Paper"</i>		University, Melbourne, Australia Managing Editor  Jonathan Hartman, Manhattan College, Riverdale, New York Book Review Editor  Frederick D. Greene, Manhattan College, Riverdale, New York
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**BREAK**



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**Session 4 – 15h30 to17h15**

**Room: 1550**

**R-360**

**R-240**

**J130**

<p><i>Créativité et carrières dans les métiers d'art</i> <i>Creativity and Careers in Arts and Crafts</i></p> <p>Chairs: Eduardo Davel and Diane-Gabrielle Tremblay</p> <p>Caroline Thibault (Conseil des métiers d'art du Québec) Sylvie Alice Royer (Pantheus communications)</p> <p>Cyril Simard (Société Économusée du Québec)</p> <p>Louise Lemieux Bérubé (Centre des textiles contemporains de Montréal)</p> <p>Yvette Michelin (artisane du fléché)</p>	<p><i>Curriculum and instruction : 13 h 30 to 17 h 15</i> <i>2<sup>ND</sup> part</i> <i>Student/Employee/Manager Communications</i></p> <p>Dr. Carolyn E. Predmore (Manhattan College) <b>“Oh Is That What You Meant? Miscommunication Between Management and Millennial Generation”</b></p> <p>Dr. Ginette Roberge (Laurentian University) and Lissa Gagnon (Laurentian University) <b>"Overcoming Economic Challenges in Higher Education: An Investigation of Effective Educational Practices to Maximize Student Retention"</b></p> <p>Dr. Carolyn E. Predmore (Manhattan College) <b>“Oh Is That What You Meant?”</b> Perhaps Teaching the Wrong Communication Style</p>	<p><i>Special International Panel: “International Perspectives on Responsible Employment Practices in Times of Economic Uncertainty”</i></p> <p>This interactive, international panel examines current and emerging issues with respect to responsible employment practices in times of economic uncertainty as these pertain to individual countries and regions. The focus will be on socio-cultural factors across countries as well as recommendations and strategies for improvements. Both scholarly as well as practitioner perspectives will be included.</p> <p><b>Session Chair:</b> John P. Keenan President and Professor of Leadership Studies, Institute for Leadership and Global Education (ILGE)</p> <p><b>Participants:</b> Li Yueh (Andy) Chen Ming Dao University Taichung City, Taiwan</p> <p>Tom McNamara ESC Rennes School of Business</p>	<p><i>Generational differences in the workplace” symposium – Round table organized and chaired by Dr Rand Fandrich</i></p>
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		<p>Rennes, France Locksley Henry Nova Southeastern University</p> <p>Kingston, Jamaica Javier Sanchez</p> <p>Seguros Bolívar, S.A. Bogotá, Colombia</p> <p>Ali Sorayaei Islamic Azad University of Babol Babol, Iran</p>	
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**Cocktail : 18 h to 19 h 30 in R-240**

**Sponsored by the Reseach Alliance on work-life articulation and Canada Research  
Chair on the Socio-organizational Challenges of the Knowledge Economy  
([www.teluq.uqam.ca/chaireecosavoir](http://www.teluq.uqam.ca/chaireecosavoir)), Télug-UQAM**

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**JOUR III – Friday, 25<sup>th</sup> september**

**Session 1 - 8h30 to 10h15**

Room: 1550

R-360

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J-130

<p><i>Panel : Ethics, Equal Opportunity and Affirmative Action, Marginalization and Discrimination (part 2)</i> Chairperson : Francine Tougas, University of Ottawa</p> <p><i>Affirmative Action: An Indian Experience / Les mesures privilégiées d'embauche en Inde</i> Pawan Kumar, Centre for Research in Rural and Industrial Development (CRRID), Madhya Marg, Chandigarh</p> <p><i>La mixité au travail est-elle proportionnelle à la qualification des emplois... et dans l'angle mort chez les cols bleus? / Is Workplace gender diversity in proportion to job qualification... and in the blind spot among blue collars?</i> Marie-Josée Legault, Téléq-Uqam, CRISES</p>	<p><i>Social Responsibility Standards: Engaging Stakeholders and the Markets</i> Chair: Marie-France Turcotte, Ph.D. Professor, Département stratégie, responsabilité sociale et environnementale. Titulaire adjoint, Chaire de responsabilité sociale et développement durable Responsable du pôle francophone, Réseau entreprise et développement durable UQAM</p> <p>Participants:</p> <p>Marie-Claude Allard, Ph.D. Student, UQAM - "<i>Social standards and institutional entrepreneurship: how ISO 26000 standardises social responsibility</i>"</p> <p>Kais Bouslah et Ahmed Mahrfor, ph.D. Students, UQAM - "<i>Market response to social and environmental standards: the</i></p>	<p><i>Leadership Track Area: Strategic leadership, organizational leadership, leadership education, training and development, leadership models and frameworks, cross cultural leadership, virtual leadership, leadership legacy, leading in times of economic crises, case studies, leadership assessment.</i> Chairperson: John P. Keenan (Session Chair) President and Professor of Leadership Studies, Institute for Leadership and Global Education (ILGE)</p> <p><i>Case Study: Strategic Challenges for a Trading Conglomerate in the Philippines</i> Janet Chua Amalia De Jesus, Institute for Leadership and Global Education (ILGE)</p>	<p><i>Track : Management and Organization Studies</i></p> <p><i>Organizational Behavior and Performance</i> Session Chairs and discussants: William Heisler and Eduardo Davel</p> <p><i>Entrepreneurial identity construction: Acts of temporary collective experiences.</i> Fernando Fachin, Téléq-UQAM</p> <p><i>Managing technology change in creative industry: Exploring the theoretical challenges</i> Hamed Motaghi, Téléq-UQAM</p> <p><i>The influence of culture on negotiation outcomes: A comparative cross-cultural</i></p>
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**Montréal, 23 au 25 septembre 2009**

<p><b><i>La création d'un milieu de travail sécuritaire et exempt d'homophobie / Creating a Safe and Homophobia-Free Workplace</i></b>                  Line Chamberland, Département de sexologie, UQAM; Michaël Bernier et Christelle Lebreton</p>	<p><b><i>cases of forestry and textile"</i></b>                  Miguel Rojas, Ph.D. Student UQAM - <b><i>"Successes and failures of shareholder activism : a strategy to push SR issues"</i></b>                  Marie-France Turcotte, Ph.D. - <b><i>"Stakeholders' responses to social standards' adoption by Gildan"</i></b></p>	<p><b><i>Where Have Our Leaders Gone?</i></b>                  Rolla Halbert, Capella University                  Email:                  Jean Gordon, Capella University</p> <p><b><i>The Octopus and the Fish: Using 8 Core Competencies and Responsibilities for 21st Century Leadership as a Means for Implementing Change</i></b>                  Richard Safier, Billerica Schools, Billerica, MA.</p> <p><b><i>Examination of Leadership Styles in Juvenile Delinquency Programs and their Relationship to Federal Grant Funding</i></b>                  Barbara-Leigh Tonelli, Ph.D., Kaplan University                  Email:                  Jean Gordon, Capella University, John Klocinski, Capella University, Kathleen Mondell, Capella University,"                  Michael Williams, Touro College</p>	<p><b><i>study of Jamaican and U. S. negotiators.</i></b>                  Locksley G. Henry</p> <p><b><i>He is heavy and he ain't my brother; he's my low-performing coworker: Organizational justice in the workplace</i></b>                  Dennis Self, Diane Bandow, and William Heisler</p> <p><b><i>An organization development framework in decision making: Implications for performance in organizations.</i></b>                  Mesut Akdere and Brian A. Altman</p>
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**BREAK**

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**Session 2 – 10h30 to 12h15**

**Room: 1550**

**R-360**

**R-240**

**J-130**

<p><i>Track : Employee and Employer Rights and Responsibilities: Ethics, Equal Opportunity and Affirmative Action, Marginalization and Discrimination, Bullying, Collective Bargaining, Conflict, Privacy, Psychological Contracts</i>  <b>Panel : Ethics, Equal Opportunity and Affirmative Action, Marginalization and Discrimination (part 1)</b>                  Chair person : Marie-Josée Legault, Full Professor, Téléq-UQAM</p> <p><i>Not Too Fat Any More: Obesity Discrimination and the Americans with Disabilities Amendments Act</i>                  Joel P. Rudin, Rowan University, Rohrer College of Business</p> <p><i>Disability Discrimination Law: A Comparative Perspective between the United States and the United Kingdom / Les lois concernant la discrimination des personnes</i></p>	<p><i>Panel on Globalisation of labour regulation in time of economic and social insecurity</i>                  Organized by CEIM-UQAM                  Chair: Diane Gabrielle Tremblay  <i>This panel will provide insights and analytical discussion of social regulatory instruments that are developed to fill the gap between a well-developed economic globalisation and a poorly regulated, and “institutionally” almost inexistent, global society. Existing labour regulation schemes are inefficient to resolve the growing social problems that accompany globalisation. Recent developments are interesting in terms of institutional schemes but they are not very efficient and they often compete with one another.</i></p> <p><i>Constellations of Global Labour Governance as new institutional trajectories (C. Deblock and M. Rioux), UQAM,</i></p>	<p><b>Roundtable: “Emerging Trends in Leadership and Management Education and Development”</b>                  This interactive roundtable examines the emerging trends in the fields of leadership studies, management education, and diverse development programs and initiatives from a global and futuristic perspective. Traditional as well as eclectic approaches are discussed with a focus on both scholarly work and practitioner applications.                  Session Chair: John P. Keenan (Session Chair)                  President and Professor of Leadership Studies, Institute for Leadership and Global Education (ILGE)</p> <p>Participants:                  Amalia De Jesus                  Executive Vice President                  Institute for Leadership and Global Education (ILGE)</p>	<p><i>Management, Marketing and Strategy session</i>                  Chairs and discussants : Jonathan Hartman , Alev Efendioglu, and Rand Fandrich</p> <p><i>Examining the relationship between transformational leadership styles and the market oriented culture in hotel industry</i>                  Li Yueh, Andy Chen, MingDao University;                  Ying Lee, MingDao University;                  Yu-Hsiang Lin, MingDao University</p> <p><i>Crisis management: An empirical investigation of improvisation effects on new product development in the services sector.</i>                  Yassir M. Samra, PhD – Management Dept.                  Jonathan B. Hartman, PhD – Marketing Dept.                  Manhattan College, NY, NY, USA                  Javier Sanchez: Sociudades</p>
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<p><b><i>handicapées : une comparaison entre les États-Unis et le Royaume Uni</i></b> Lorraine Schmall, Northern Illinois University College of Law; Dr. Graeme Lockwood, King's College Department of Management</p> <p><b><i>The Real Costs of Hidden and Silent Responses to Ageism and Sexism in the Workplace</i></b> Francine Tougas, University of Ottawa; Natalie Rinfret, École Nationale d'Administration Publique; Joelle Laplante, University of Ottawa</p> <p><b><i>Reactions and Remedies: Insights into the Challenges of Organizational Diversity</i></b> Ann Beaton, PhD, Université de Moncton Natalie Rinfret, École nationale d'administration publique John Kabano, Université de Sainte-Anne</p>	<p><b><i>Impacts of liberalisation on female workers in Québec</i></b> (Yanick Noiseux et Marie-Pierre Boucher) CEIM-UQAM,</p> <p><b><i>Canada-Colombia Free Trade Agreement, the promotion of human rights and policy coherence</i></b> (Étienne Roy-Grégoire), CEIM-UQAM</p> <p><b><i>Regulatory issues related to the maquiladoras and Mexican migrant workers</i></b> (Mathieu Ares, CEIM-UQAM).</p>	<p>Michael Jedel Associate Dean of International Programs and Professor of Management The Charles H. Kellstadt Graduate School of Business DePaul University</p> <p>John P. Keenan President and Professor of Leadership Studies, Institute for Leadership and Global Education (ILGE)</p> <p>Raj Parikh Chief Academic Officer Emirates Institute of Banking Sharjah United Arab Emirates</p>	<p>Bolivar, Colombia: <b><i>Facing an Economic Crisis: High-impact, Low-cost Strategies for Employee Assistance. A Colombian Experience.</i></b></p> <p><b><i>Beyond employee value proposition (EVP): Does lengthy work experience affect the EVP Score? A Case Study of EVP Scores in Directorate Marketing &amp; Trading, Pertamina Ltd.</i></b> By Saptiadi Nugroho, YB Pertamina ,Palembang, Indonesia</p> <p><b><i>Typical idealized influence attributional performance, maximal idealized influence attributional performance, and ideal idealized influence attributional performance.</i></b> Chaudhary Imran Sarwar, Zaib Sarwar, and Chaudhary Muhammad Sarwar</p>
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**12 h 20 to 12 h 45: Closing and Awards Session (John Keenan, president of AEPP)**  
AMPHI SU-1550