

Curriculum Vitae

BRENDA A. LAUTSCH

Beedie School of Business
Simon Fraser University
8888 University Drive
Burnaby, B.C. V5A 1S6

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Email: blautsch@sfu.ca

EDUCATION

Ph.D. **M.I.T. Sloan School of Management** 1998

Major Field: Industrial Relations and Human Resource
Management

Dissertation: *Bridging Labor Markets: A Grounded Theory of
Contingent Work*

M.I.R. **Queen's University** 1990

B. Admin. **University of Regina** 1989

San'yas Indigenous Cultural Safety Training Certificate 2021

SFU Foundations of Intercultural Development Certificate 2021

ACADEMIC POSITIONS

SIMON FRASER UNIVERSITY, Beedie School of Business and Segal Graduate
School of Business, Burnaby, British Columbia, Canada

2021-present: Beedie Professor,
Management and Organization
Studies

2005-2021: Associate Professor

1998-2005: Assistant Professor

2019-2023: Associate Dean,
Faculty

2016-2019: Associate Dean,
Faculty Development and Research

UNIVERSITY OF REGINA, Faculty of Administration, Regina, SK

1990-1992: Lecturer

GRANTS AND AWARDS RECEIVED

Awards

Best Paper Award for the Administrative Sciences Association of Canada (ASAC) Organizational Behaviour Division at the 2016 ASAC Conference

SFU Business Area Research Award, 2009

SFU Business Research Honor Roll, 2005-2006, 2006-2007

SFU Business/Beedie Teaching Honour Roll:

2015-2016	2013-2014	2011-2012	2010-2011
2009-2010	2006-2007	2005-2006	

Grants

2006-2009. SSHRC Standard Grant. Principle Investigator: “Non-Standard Work in Dynamic Environments” (\$72,242). Co-Investigators Danielle van Jaarsveld and Ann C. Frost.

2006. SSHRC Small Research Grant, Co-Investigator: “To Count or Not to Count? An Analysis of the Efficacy of Counting as a Means of Qualitative Data Analysis” (\$12,840). Principle Investigator David Hannah.

2001. Reuters International Research Grant (\$5000)

2000. EDS Corp. Research Grant (\$2000)

1999-2000. President’s Research Grant, Simon Fraser University (\$8652).

1996. M.I.T. Industrial Performance Center Doctoral Research Fellowship.

1995-1996. Social Science and Humanities Research Council of Canada Doctoral Fellowship.

1989. R.S. McLaughlin Fellowship for Academic Excellence, Queen's University.

PUBLICATIONS

Google Scholar Citation Page:

<http://scholar.google.ca/citations?user=E07I3IkAAAAJ&hl=en>

(2024 citation count: 4906)

Books

Kossek, E.E. & Lautsch, B.A. (2008). *CEO of Me: Creating a Life that Works in the Flexible Job Age*. Upper Saddle River, NJ: Wharton School Publishing and Pearson Education. (second printing)

Translated into:

Chinese (ISBN 9787300108483)

Korean (ISBN 9788962340075)

Reviews:

Publishers Weekly (2007). 254(46), 50.

Human Resource Management (2008). 47, 851-854.

Journal Articles (Refereed)

Robertson, K, Lautsch, B.A. & Hannah, D. (2024) Living life “to the core”: Enacting a calling through configurations of multiple jobs. Forthcoming at *Human Relations*.

Robertson, K.M., Hannah, D.R. & Lautsch, B.A. (2023) Harm, then Good? How Work Meaningfulness Emerges from Doing Harm. *Journal of Management Studies*.

<https://doi.org/10.1111/joms.12986>

Kossek, E.E., Perrigino, M. & Lautsch, B.A. (2022) Work-life flexibility policies from a boundary control and implementation perspective: A review and research framework. *Journal of Management*, 49(6), 2062-2108.

<https://doi.org/10.1177/01492063221140354>

Robertson, K., Lautsch, B., & Hannah, D. (2019). Role negotiation and systems-level work-life balance. *Personnel Review*, 48(2), 570-594.

Kossek, E.E. & Lautsch, B.A. (2018) Work-life flexibility offers distinct benefits across occupations – But also is a growing source of job inequality. *Harvard Business Review*, May 07, 2018

<https://hbr.org/2018/05/hourly-workers-need-flexibility-the-most-but-are-often-the-least-likely-to-get-it>

Kossek, E.E. & Lautsch, B.A. (2018) Workplace flexibility for whom? Occupational status and work-life inequality in upper, middle and lower-level jobs. *Academy of Management Annals*, 12(1), 5-36. DOI: <https://doi.org/10.5465/annals.2016.0059>

Summary in *Academy of Management Insights*: Work-life flexibility is a challenge up and down the pay scale.

<https://journals.aom.org/doi/10.5465/annals.2016.0059.summary>

Ten Brummelhuis, L., & Lautsch, B. (2016). Office or kitchen? Wellbeing consequences of role participation depend on role salience. *Journal of Vocational Behavior*, 93, 171-182.

Kossek, E., Thompson, R., & Lautsch, B. (2015). Balanced workplace flexibility: Avoiding the traps. *California Management Review*, 57(4), 5-25.

Re-released through *Harvard Business School Teaching Materials*, September 1, 2015. <https://cb.hbsp.harvard.edu/cbmp/product/CMR598-PDF-ENG>

Robertson, K., Hannah, D., & Lautsch, B. (2015). The secret to protecting trade secrets: How to create positive secrecy climates in organizations. *Business Horizons*, 58(6), 669-677.

Re-released as a *Harvard Business Review* Case Study, November 15, 2015. (PRODUCT #: BH710-PDF-ENG)

Kossek, E.E. & Lautsch, B.A. (2012). Work-family boundary management styles in organizations: A cross-level model. *Organizational Psychology Review*, 2(2), 152 - 171.

Hannah, D., & Lautsch, B. (2011). Counting in qualitative research: Why to conduct it, when to avoid it, and when to closet it. *Journal of Management Inquiry*, 20(1), 14-22.

Lautsch, B.A. & Kossek, E.E. (2011). Managing a Blended Workforce: Telecommuters and Non-Telecommuters. *Organizational Dynamics*, 40, 10-17.

Lautsch, B.A., Kossek, E.E. & Eaton, S.C. (2009). Supervisory approaches and paradoxes in managing telecommuting implementation. *Human Relations*, 62, 795-827.

Re-released in: Unsworth, K. (2020). Human Relations virtual special issue: Virtual Working. *Human Relations*, 73(7), 1036–1040. <https://doi.org/10.1177/0018726720926457>

Lautsch, B., & Scully, M. (2007). Restructuring time: Implications of work-hours reductions for the working class. *Human Relations*, 60(5), 719-743.

Kossek, E., Lautsch, B., & Eaton, S. (2006). Telecommuting, control, and boundary management: Correlates of policy use and practice, job control, and work-family

effectiveness. *Journal of Vocational Behavior*, 68(2), 347-367.

Lautsch, B.A. (2003). The influence of regular work systems on compensation for contingent workers. *Industrial Relations*, 42, 565-588.

Lautsch, B. (2002). Uncovering and explaining variance in the features and outcomes of contingent work. *Industrial & Labor Relations Review*, 56(1), 23-43.

Preuss, G.A. & Lautsch, B.A. (2002). The effect of formal versus informal job security on employee involvement programs. *Relations Industrielles*, 57, 517-539.

Kochan, T.A., Lautsch, B.A. & Bendersky, C. (2000). Massachusetts Commission Against Discrimination alternative dispute resolution program evaluation. *Harvard Negotiation Law Review*, 5, 233-278.

Kochan, T.A., Gittel, J.T. & Lautsch, B.A. (1995) Total quality management and HR systems: An international comparison. *International Journal of Human Resource Management*, 6, 201-222.

Journal Articles (Non-refereed)

Lautsch, B.A. (2023) Is Working From Home Going to Solve Your Work-Life Balance Problems? *Times Higher Education Campus*,
www.timeshighereducation.com/campus/working-home-going-solve-your-worklife-balance-problems

Zhao, B., Lautsch, B.A., & Boyle, T. (2016) Mistakes happen – So manage them. *Ivey Business Journal*, May-June.

Kossek, E.E. & Lautsch, B.A. (2008). On the cover: Become the CEO of your life. *Beyond Numbers*, 475, 10-12.

Osterman, P. & Lautsch, B.A. (1996). Beyond ‘skills’. *Dollars & Sense*, 208, 34-37.

Articles/Chapters in Refereed Handbooks and Research Series Monographs

Kossek, E.E., Lautsch, B.A., Perrigino, M., Greenhaus, J., & Merriweather, T.J. (2023) Work-life flexibility policies: Moving from traditional views toward work-life intersectionality considerations. In M. R. Buckley, A.R. Wheeler, J.R.B. Halbesleben & J.E. Baur (Eds.), *Research in Personnel and Human Resources Management*, Volume 41 (pp. 199-243). Emerald Publishing Limited.

Articles/Chapters in Books

Kossek, E.E., Lautsch, B.A. & Eaton, S.C. (2009). 'Good teleworking': Under what conditions does teleworking enhance employees' well-being? In Y. Amichai-Hamburger

(Ed.), *Technology and Psychological Well-Being* (pp. 148-173). Cambridge, UK: Cambridge University Press.

Kossek, E.E. & Lautsch, B.A. (2006). Flexible work arrangements. In J. Greenhaus and G. Callanan (Eds.), *Encyclopedia of Career Development* (pp. 322-323). Thousand Oaks, CA: Sage Publications.

Kossek, E.E., Lautsch, B.A. & Eaton, S.C. (2005). Flexibility enactment theory: Relationships between type, boundaries, control and work-family effectiveness. In E. E. Kossek and S. J. Lambert (Eds.), *Work and Life Integration: Organizational, Cultural and Individual Perspectives* (pp. 243-262). Mahwah, NJ: Lawrence Erlbaum Associates.

Lautsch, B.A., & Osterman, P. (1998). Changing the constraints: A successful employment and training strategy. In R.P. Giloth (Ed.), *Jobs and Economic Development: Strategies and Practices* (pp. 214-233). Thousand Oaks, CA: Sage Publications.

Other Publications

Lautsch, B.A. (2002). Book Review of Rogers, J.K., *Temps: The Many Faces of the Changing Workplace*. *British Journal of Industrial Relations*, 40, 162-164.

Lautsch, B.A. (2000). Book Review of K Barker & K. Christensen (Eds.), *Contingent Work: American Employment Relations in Transition*. *Industrial and Labor Relations Review*, 53, 525-527.

Lautsch, B.A. (2000). Outcomes for contingent workers in high performance work systems. Proceedings of the 52nd Annual Meeting of the Industrial Relations Research Association, 52-60. Boston, January 6-9.

Kochan, T. A., Lautsch, B.A., & Bendersky, C. (1999). *Massachusetts Commission Against Discrimination Alternative Dispute Resolution Program Evaluation. Final Report*. November 1999: 1-40.

Osterman, P. & Lautsch, B.A. (1996). *Project Quest: A Report to the Ford Foundation*, 1-112.

CONFERENCE PRESENTATIONS (Refereed)

Kossek, E.E., Pratt, B.P., Varizi, H., King, E., & Lautsch, B.A. (2024) Rethinking family supportive organizations toward a diversity, equity, and inclusion perspective: A Review and Agenda. Symposium on novel perspectives on inclusion across levels of analysis: Work groups, organizations, and industries. Accepted for presentation at the Academy of Management Annual Conference, Chicago., IL.

Robertson, K., Lautsch, B., & Hannah, D. (2022) Something to get me through the day: The integration of meaningful leisure and work. Symposium on Meaningful work: Towards an integrative, dynamic understanding of emergence and experience. Presented at the Academy of Management Annual Conference, Seattle, Wa.

Kossek, E.E., Perrigino, M.B. & Lautsch, B.A. (2022). Work-life flexibility policies, boundary control and performance: A review integrating implementation perspectives. Symposium on revising work-nonwork boundary management: Lessons from the pandemic for the future. Presented at the Academy of Management Annual Conference, Seattle, Wa.

Lautsch, B.A. (panelist) (2022). Faculty Covid-19 experiences and work-life inclusion: Future flexibility and equality insights. PDW at the Academy of Management Annual Conference, Seattle, Wa.

Robertson, K, Lautsch, B, & Hannah, D. (2021) Distraction or savior? Serious leisure and its intersection with the meaningfulness of work. Presented at the Western Academy of Management Conference.

Lautsch, B.A. (2020) Discussant on “Broadening our sight on workplace flexibility to include under-emphasized perspectives”. Symposium at the Academy of Management Annual Conference.

Kossek, E.E., Greenhaus, J., & Lautsch, B.A. (2018) Work schedule flexibility as boundary control: A model and directions for future research. AMR Paper Development Workshop. February 10, 2018, Berkeley, CA.

Lautsch, B.A., Robertson, K.M., & Hannah, D.R. (2016) Part of the package: A grounded exploration of work-life (im)balance in the legal profession. ASAC Conference, Edmonton, AB.

*Awarded Best Paper Award for the Organizational Behaviour Division

Kossek, E.E. & Lautsch, B.A. (2015). Work schedule design and job occupational status: Improving work at the top and the bottom (and the middle?). Academy of Management Annual Conference, Vancouver, BC.

Robertson, K.M., Hannah, D.R. & Lautsch, B.A. (2015). Connecting with the animals: Cognitive relationship crafting and the experience of meaningful work. Academy of Management Annual Conference, Vancouver, BC.

Lautsch, B.A., Robertson, K.M., & Hannah, D.R. (2013) When “balance” means working all the time: Individual life values, role negotiation and a grounded understanding of work-life balance. Academy of Management Annual Conference, Lake Buena Vista, FL.

Lautsch, B.A., van Jaarsveld, D., & Frost, A. (2012). Managing knowledge with a non-standard workforce. *Contingent Workers: Adding Value or Just Cheap Labour?*

Symposium at the Society for Industrial and Organizational Psychology Conference, San Diego, CA.

Lautsch, B.A., Robertson, K.M., & Hannah, D.R. (2012). When “balance” means working all the time: Sensemaking and coping strategies for work life balance. Western Academy of Management Conference, La Jolla, CA.

Kossek, E.E., Lautsch, B.A., Braddy, P., Harnum, K. & Ruderman, M. (2011). Diversity in work-family role alignment styles: Theoretical and empirical perspectives. Presentation in *Work-Life Balance: Theoretical and Empirical Explorations of the Construct*. Symposium at the Academy of Management Annual Conference, San Antonio, TX.

Kossek, E.E. & Lautsch, B.A. (2011). Work–life flexibility self-regulation: A typology integrating multiple perspectives. Presentation in *Work-Family Research is Atheoretical? Not Anymore: Advancements in Boundary Theory*. Symposium at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

Lautsch, B.A., Hannah, D.R. & Pankratz, K.M. (2009). Can we count on counting: An empirical exploration of counting as a means of qualitative data analysis. Academy of Management Annual Conference, Chicago, IL.

Hannah, D.R. & Lautsch, B.A. (2008). Counting as a means of qualitative data analysis: When, why and why not. Academy of Management Annual Conference, Anaheim, CA.

Hannah, D.R. & Lautsch, B.A. (2008). An empirical exploration of counting as a means of qualitative data analysis. Western Academy of Management Conference, California.

Lautsch, B.A., Kossek, E.E., & Eaton, S.C. (2005). Supervising telecommuting and the work-family dual agenda. Presentation in *A New Vision of Work and Family: Management Practices Embracing a Dual Agenda*. Symposium at the Academy of Management Annual Conference, Honolulu, HI.

Kossek, E.E., Lautsch, B.A., & Eaton, S.C. (2005). Telecommuting, control and boundary management: Relationships between rational and psychological flexibility & work-family conflict, depression, turnover, & performance. IESE Conference, Barcelona, Spain.

Kossek, E.E., Lautsch, B.A., & Eaton, S.C. (2004). Navigating boundaries between work and home. Presentation in *Individual Differences in Work and Life Integration: New Theoretical Directions*. Symposium at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

Kossek, E.E., Lautsch, B.A., Eaton, S.C., & Vanden Bosch, K.L. (2004). Managing work-home boundaries, performance, and well-being: The effects of formal access to telework and flexibility enactment. Presentation in *Holding Multiple Roles and Using Family Policies: Benefits and Costs*. Symposium at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

Kossek, E.E., Lautsch, B.A., Eaton, S.C., & Vanden Bosch, K.L. (2004). Flexibility enactment: Boundary management correlates and outcomes. Presentation in *Boundaries between Work and Home: An Integrated Look at Basic Research and Applied Knowledge*. Symposium at the Academy of Management Annual Conference, New Orleans, LA.

Eaton, S.C., B.A. Lautsch & Kossek, E.E. (2003). Managerial support of portable work. Presentation in *The Effects of Formal and Informal Family-Friendly Organizational Support*. Showcase Symposium at the Academy of Management Annual Conference, Seattle, WA.

Eaton, S.C., Kossek, E.E. & Lautsch, B.A. (2003). From a distance: Managing people who work at home. Eastern Sociological Society Annual Conference.

Kossek, E. E., Lautsch, B. & Eaton, S. (2002) Bargaining with the baby. Showcase Symposium: *Work and Home as Competing and Complementary Domains*, Academy of Management Annual Conference, Denver, CO.

Lautsch, B.A. & Dirks, K. (2001). Auditioning for work: The influence of intangible psychological contracts and trust on the performance of contingent workers. Academy of Management Annual Conference, Washington, D.C.

Lautsch, B.A. & Preuss, G.A. (2000). Putting job insecurity in context: A study of perceived insecurity in a downsizing environment. Academy of Management Annual Conference, Toronto, ON.

Lautsch, B.A. (2000). Benefits for all? Outcomes for contingent and regular workers in high performance work systems. 52nd Annual Meeting of the Industrial Relations Research Association. Boston, MA.

Lautsch, B.A. (1999). Boundary labour markets: A grounded theory of contingent work. Symposium: *Consequences of Contingent Work: Moving Beyond a Monolithic View*, Academy of Management Annual Conference, Chicago, IL.

Lautsch, B.A. (1996). Institutionalizing uncertainty. Symposium: *From Human Resources to Labor Costs: The Implications of Contingent Work for Individuals, Groups and Organizations*, Academy of Management Annual Conference, Cincinnati, OH.

Lautsch, B.A. (1996). Institutionalizing uncertainty: A study of the meaning, causes and appropriate policy responses to contingent work. Canadian Industrial Relations Association Annual Conference, St. Catharines, ONT.

Scully, M. & Lautsch, B.A. (1995). Provoking a critical look at merit rules: What can business ethicists learn from medical ethicists' objections to merit-based distribution of organs? Academy of Management Annual Conference, Vancouver, BC.

PRESENTATIONS (Invited)

“Creating a Life that Works in a Flexible Job Age.” CanWIT BC (BC chapter of Canadian Women in Technology), November 2013.

“Finding Your Inner CEO.” Presentations on Work-Life Balance and the *Ceo of Me: Creating a Life that Works in the Flexible Job Age*.

- SFU Academic Women, May 2008.
- SFU Administrative & Professional Staff Association, June 2008.
- Institute of Chartered Accountants of British Columbia Conference on Work-Life Balance, October 2008.

Hannah, D.R. & Lautsch, B.A. (2006). Counting in Qualitative Data Analysis. UBC/SFU Distinguished Speaker Series, November 2006.

Discussant on “Remuneration, Benefits and Workplace Condition.” Women and Work Conference sponsored by the John Deutsch Institute and the Canadian Workplace Research Network. Queen’s University, Kingston, ONT, April 5-7, 1998.

TEACHING EXPERIENCE

Simon Fraser University (1998 to present)

Graduate Courses: Negotiation (MBA: BUS 711)
 Negotiation (Executive MBA: BUS 662)
 Research Methods in Business Administration (BUS 981)

Undergraduate Courses: Organizational Behavior (BUS 272)
 Organizational Change and Development (BUS 487)
 Industrial Relations (BUEC 384)
 Collective Bargaining (BUEC 485)
 Negotiation (BUS 485)
 Workplace Industrial Relations (BUS 484)

University of Regina (1990-1992)

Undergraduate Courses: Introduction to Management
 Human Resource Management
 Collective Bargaining

PROFESSIONAL ASSOCIATIONS AND COMMUNITY SERVICE

2012-2015. Member, International Review Committee for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research

Academic Journals

Editorial Board Member

Journal of Management Inquiry, 2010 – current

Human Relations, 2011 – current

Journal of Vocational Behavior, 2016 - 2018

Ad Hoc Reviewer:

Academy of Management Journal

Applied Psychology: An International Review

British Journal of Industrial Relations

Canadian Journal of Administrative Science

Canadian Public Policy Journal

European Sociological Review

Group & Organization Management

Human Resource Management

Industrial and Labor Relations Review

Industrial Relations

International Journal of Human Resource Management

International Journal of Human Resources Development and Management

Journal of Occupational and

Organizational Psychology

Journal of Occupational Health

Psychology

Journal of Organizational Behavior

Journal of Management Inquiry

Organisation Studies

Qualitative Research in Organizations and Management

Relations Industrielles

Social Forces

Southern Economic Journal

Reviewer:

SSHRC Standard Grants Competition

Labour and Employment Relations Association Conference

Academy of Management Annual Conference

Member, Academy of Management

Member, Labor and Employment Relations Association

Member, Board of Directors, Amy Segal Feminist Foundation, Inc., a charitable organization providing doctoral scholarships, 1999-2008.

INTERNAL SERVICE CONTRIBUTIONS

Administrative Positions

- 2019-2023: Associate Dean, Faculty
- 2016-2018: Associate Dean, Faculty Development and Research
- 2013-2016: Area Coordinator, Management and Organization Studies
- 2005-2006: Area Coordinator, Management and Organization Studies

University Committees

Member, Dean's Search Committee for the Beedie School, 2020-2021
Member, SFU-SFUFA Bargaining Committee, 2022-2023, 2019-2020, 2018-2019
Member, SFU-SFUFA Salary Anomaly Joint Committee, 2020-2021, 2019-2020, 2018-2019
Member, SFU SSHRC Institutional Grants Committee, 2019-2020, 2018-2019, 2017-2018, 2016-2017
Member, SFU University Publications Fund Committee, 2019-2020, 2018-2019, 2017-2018, 2016-2017
Member, SFU Hiring Committee for Executive Director of Faculty Relations, 2018-2019
Member, Dean's Search Committee for Graduate and Postdoctoral Studies, 2017-2018
Chair, University Appointments Committee, 2010-2011
Member, Faculty College, 2009-2010, 2010-2011
Member, University Faculty Review Committee, 2009-2010

Beedie School of Business

Chair, Visiting Scholars Committee, 2023 (fall), 2022-2023, 2021-2022, 2020-2021, 2019-2020, 2018-2019, 2017-2018, 2016-2017
Chair, Appointments Committee, 2023 (fall), 2022-2023, 2021-2022, 2020-2021, 2019-2020, 2018-2019, 2016-2017
Chair, Teaching & Learning Council, 2023 (fall), 2022-2023, 2021-2022, 2020-2021, 2019-2020
Chair, Area Coordinators Working Group, 2022-2023, 2021-2022, 2020-2021, 2019-2020, 2018-2019, 2017-2018
Co-Chair, Senior Directors, 2023 (fall) 2022-2023, 2021-2022, 2020-2021, 2019-2020
Chair, PhD Taskforce, 2017-2018
Chair, Research Committee, 2017-2018
Co-Chair, PhD Committee (February through September 2018)
Chair, Service Working Group, 2017-2018
Chair, Research Task Force, 2016-2017
Member, JEDI Steering Committee, 2023-2024, 2022-2023, 2021-2022
Member, JEDI Working Group, 2023-2024, 2022-2023, 2021-2022, 2020-2021
Member, Planning & Priorities Committee, 2023 (fall), 2022-2023, 2021-2022, 2020-2021, 2019-2020, 2018-2019, 2017-2018, 2016-2017
Member, Beedie Teaching and Learning Committee, 2018-2019
Member, B3 Review Team, 2018-2019
Member, Organization Structure Committee, 2017-2018
Member, Branding Committee, 2017-2018
Member, Tenure and Promotion Committee, 2015-2016, 2014-2015, 2008-2009, 2001-2002, 1999-2000
Member, Appointments Committee, 2004-2005, 2002-2003
Member, Nominations Committee, 2023 (fall), 2022-2023, 2021-2022, 2020-2021, 2019-2020, 2018-2019, 2017-2018, 2016-2017, 2003-2004
Member, Undergraduate Curriculum Committee, 2011-2012, 2010-2011
Member, Labour Studies Advisory Committee, 2000-2001
Member, Research Committee/Research Council, 2023 (fall), 2022-2023, 2020-2021, 2000-2001
Member, Employment Equity Committee, 1998-1999
Member, Assurance of Learning Committee, 2023 (fall), 2022-2023

Other Internal Service:

- Ph.D. Committee Member
 - Majid Ghorbani, SFU, 2010-2012
 - Kirsten Pankratz, SFU, 2008-2013.
 - Ebru Ipek, SFU, 2016 to 2019

- External Reviewer, Ph.D. Candidacy Exam
 - Majid Ghorbani, SFU, 2008

- Fraser International College Course Coordinator (BUS 272), 2009-2016.