

**GORDON B. COOKE**

Rm. 2017, Faculty of Business Administration,  
Memorial University of Newfoundland, St. John's, NL, Canada A1C 5S7  
Phone: (709) 864-6204; e-mail: [gcooke@mun.ca](mailto:gcooke@mun.ca)

**RESEARCH INTERESTS**

Since 2004, I have been studying the changing nature of 'work'. By this, I mean the growth and prominence of various 'non-standard work arrangement' like fluctuating work schedules, long or short work weeks, casual/on-call/non-permanent employment, and unusual work locations (e.g. telework). While these arrangements can be either 'employer-friendly' &/or 'employee-friendly', they tend to generate more organizational rather than worker benefits. An interesting related issue is that the mix of these work arrangements can affect workers differently according to age or stage of life. For example, the type of employment that might suit an older worker can be quite different than what would suit a young worker looking for a path to career-related employment. Similarly, the type of work that is attractive (or at least tolerable) to an individual in a struggling rural &/or remote community relative to those in a thriving urban centre. Thus, my second research focus is on the specific employment options available to younger, middle-aged or older workers in communities of varying sizes in various jurisdictions such as Newfoundland, Ontario, Ireland, Shetland, Norway, and the Faroe Islands.

**RESEARCH GRANTS (reverse chronological order)**

2013-2020 Social Sciences and Humanities Research Council of Canada (SSHRC); Partnership Grant. Income security and labour-market engagement: envisioning the future of disability policy in Canada. Co-Directors: E. Tompa (& Principal Investigator) & E. MacEachen. G.B. Cooke is one of a group of 51 co-investigators & collaborators. Note: My supporting role is to help provide insights on labour market issues, especially regarding urban-rural differences. Awarded: May/13. Amount: \$2.76M from SSHRC, as part of total project budget, over 7 years, of \$7.96MM. Status: Underway.

2013-2017 Faroese Research Council PhD Student Research Grant. Cultural and institutional influences on labour relations behaviours: A comparative cross-cultural analysis of Newfoundland and the Faroe Islands. Principal Investigator & PhD student: Bui Petersen, Supervisor: G.B. Cooke. Awarded: May/13. Amount: 770,000 DKK (i.e. \$140,000 Cdn) over four years. Status: Beginning.

2013-2015 Letterkenny Institute of Technology (Lyt) Research Seed Grant. Retaining Our Best: Tourism and Other Business Opportunities for Young People in County Donegal. Principal Investigator: Paul McCusker, Co-Investigators: G.B. Cooke, Ciarán Ó hAnnracháin. Awarded: Jun/13. Amount: \$10,000 (estimated) over two years. Status: Beginning.

2013-2015 Memorial University of Newfoundland's (MUN) Faculty of Business Administration (FBA) Research Seed Grant. Rural employment, tourism, and education. Principal Investigator: G.B. Cooke. Awarded: Jun/13. Amount: \$5,000. Status: Ongoing. Awarded by FBA Dean due to '4A' rating of Fall 2012 SSHRC grant application.

2012-2013 Memorial University of Newfoundland (MUN) Vice-President's Research Grant. Employment Prospects for Rural Tourism: Fogo Island versus County Donegal. Principal Investigator: G.B. Cooke. Awarded: Mar/12. Amount: \$6,720 over two years. Status: Ongoing.

2010-2013 Ontario Ministry for Agriculture, Food, and Rural Affairs (Omafra) Research Programs/University of Guelph Agreement. *Young Workers in Ontario's Rural Labour Market*. Principal Investigator: S. L. Mann, Co-Investigators: G.B. Cooke, I.U. Zeytinoglu. Awarded: May/10. Amount: \$79,125 over three years. Status: Ongoing.

2008-2011 Social Sciences and Humanities Research Council of Canada (SSHRC); Research Grant under special call for Management, Business and Finance. *Comparative analysis of the employee effects of non-standard work schedules*. Principal Investigator: G.B. Cooke, Co-Investigators: S. L. Mann, I.U. Zeytinoglu. Collaborator: J. Donaghey. Awarded: May/08 (#864-2007-0090). Amount: \$93,000 over three years. Status: Completed, although papers still under preparation.

2006-2009 Social Sciences and Humanities Research Council of Canada (SSHRC); Standard Research Grant. *Flexible work schedules in Canada: Determinants and outcomes*. Principal Investigator: I.U. Zeytinoglu, Co-Investigator: G.B. Cooke. Awarded: Apr/06. Amount: \$104,265 over three years. Status: Completed, although some resulting papers still in progress.

2006-2007 MUN Vice-President's Research Grant. *Alternative work schedules in Newfoundland and Labrador*. Principal Investigator: G.B. Cooke. Awarded: Mar/06. Amount: \$4,550 over two years. Status: Completed.

**PUBLICATIONS (reverse chronological order within each section)****PUBLICATIONS - REFEREED JOURNAL ARTICLES**

Chowhan, J., Zeytinoglu, I.U. & Cooke, G.B. Forthcoming. Immigrants and job satisfaction: Do high performance work systems play a role? *Industrial and Economic Democracy*. Accepted for publication in August 2014.

- Cooke, G.B., Chowhan, J., & Cooper, T. 2014. Dialing it in: A missed opportunity regarding the strategic use of telework. *Relations Industrielles/Industrial Relations*, 69(3), 550-574.
- Cooke, G.B., Donaghey, J. & Zeytinoglu, I.U. 2013. The nuanced nature of work quality: evidence from rural Newfoundland and Ireland. *Human Relations*, 66(4), 503-527.
- Cooke, G.B. & Cooper, T. 2013. 50+ among the 50+: Who works long workweeks among older workers in Canada? *Community, Work and Family*, 16(1), 39-45.
- Chowhan, J., Zeytinoglu, I.U., & Cooke, G.B. 2012. Are immigrants' pay and benefits satisfaction different than Canadian-born? *Relations Industrielles/Industrial Relations*, 67(1), 3-24.
- Cooke, G.B., Chowhan, J. & Brown, T. 2011. Declining versus participating in employer-supported training in Canada. *International Journal of Training & Development*, 15(4), 271-289.
- Mann, S.L., Cooke, G.B., & Zeytinoglu, I.U. 2011. Workplace child care and elder care programs and employee retention. *Journal of Industrial Relations*, 53, 248-254.
- Zeytinoglu, I.U., Cooke, G.B. & Mann, S.L. 2010. Employer offered family support programs, gender and voluntary and involuntary part-time work. *Relations Industrielles/Industrial Relations*, 65(2), 177-195.
- Zeytinoglu, I.U., Cooke, G.B. & Mann, S.L. 2009. Flexibility: whose choice is it anyway? *Relations Industrielles/Industrial Relations*, 64(4), 555-574.
- Cooke, G.B., Zeytinoglu, I.U. & Mann, S.L. 2009. Weekend-based short workweeks: peripheral work or facilitating "work-life balance"? *Community, Work and Family*, 12(4), 409-415.
- Cooke, G.B., Zeytinoglu, I.U. & Chowhan, J. 2009. Barriers to training access. *Perspectives on Labour & Income*, 21(3), 45-56. Statistics Canada. Online version available via <http://www.statcan.gc.ca/pub/75-001-x/2009107/pdf/10907-eng.pdf>.
- Zeytinoglu, I.U. & Cooke, G.B. 2009. On-the-job training in Canada: associations with new information technology, innovation and competition. *Journal of Industrial Relations*, 51(1), 95-112.
- Cooke, G.B., Zeytinoglu, I.U., Agarwal, N. & Rose, J.B. 2008. Employee-friendly and employer-friendly non-standard work schedules and locations. *International Journal of Employment Studies*, 16(2), 31-66.
- Zeytinoglu, I.U., Cooke, G.B., Harry, K. & Chowhan, J. 2008. Low-paid workers and on-the-job training in Canada. *Relations Industrielles/Industrial Relations*, 63(1), 5-29.
- Zeytinoglu, I.U. & Cooke, G.B. 2008. Non-standard employment and promotions: a within genders analysis. *Journal of Industrial Relations*, 50(2), 319-337.
- Cooke, G.B. 2007. Alternative work schedules and related issues among Atlantic Canadians. *The Workplace Review*, 4(2), 8-15. Sobey School of Business at Saint Mary's University. Available via: <http://www.smu.ca/academic/sobey/workplace/archive.html>.
- Cooke, G.B. & Zeytinoglu, I.U. 2006. Females still face barriers: a commentary on the training gap in Canada. *The Workplace Review*, 3(1), 29-32. Sobey School of Business at Saint Mary's University. Available via: <http://www.smu.ca/academic/sobey/workplace/archive.html>.
- Zeytinoglu, I.U. & Cooke, G.B. 2005. Non-standard work and benefits: has anything changed since the Wallace Report? *Relations Industrielles/Industrial Relations*, 60(1), 29-63.

#### **PUBLICATIONS – REFEREED BOOK CHAPTERS**

- Cooke, G.B., Hutchings, D., Donaghey, J. & Zeytinoglu, I.U. Employment, unemployment and Irish social policies. Forthcoming book chapter.
- Cooke, G.B. 2012. High Fliers versus Upstream Swimmers: Young rural workers in Canada and Ireland. In *Youth Unemployment and Joblessness: Causes, Consequences, Responses*: 151-168. Association for International and Comparative Studies in the field of Labour law and Industrial Relations (ADAPT). Cambridge Scholars Publishing. ISBN (10): 1-4438-4056-4 & ISBN (13): 978-1-4438-4056-4
- Zeytinoglu, I.U. & Cooke, G.B. 2006. Who is working on weekends? Determinants of regular weekend work in Canada. In J.Y. Boulton, M. Lallement, J. Messenger, & F. Michon (eds.), *Decent Working Time, New Trends New Issues*: 395-416. Geneva, SWI: ILO.

Cooke, G.B. & Zeytinoglu, I.U. 2004. Temporary employment: the situation in Canada. In J. Burgess, & J. Connell (eds.), *International Perspectives on Temporary Agency Work*: 91-111. The Hague, NETH: Routledge.

Zeytinoglu, I.U. & Cooke, G.B. 2002. Summary, implications and future research directions of flexible work arrangements. In I.U. Zeytinoglu (ed.), *Flexible Work Arrangements: Conceptualizations and International Experiences*: 271-281. London, UK: Kluwer Law International.

#### **PUBLICATIONS – CONFERENCE PROCEEDINGS**

Chowhan, J., Zeytinoglu, I.U. & Cooke, G.B. 2012. Skilled Immigrants & Promotion: Good and Bad News from Canada. Proceedings of the 16th International Labor and Employment Relations Association (ILERA) World Congress, Philadelphia, July. This report is available at: <http://ilera2012.wharton.upenn.edu/#C>.

Zeytinoglu, I.U., Cooke, G.B. & Mann, S.L. Employment contract and family status dimensions of weekend work in Canada. Proceedings of the International Industrial Relations Association's (IIRA) 15<sup>th</sup> World Congress, Sydney, Australia, August 2009.

Cooke, G. & Zeytinoglu, I.U. 2009. Quality and gender elements of jobs with weekend-based short workweeks. In Grenier, J.-N., Hebdon, R. B. & Rose, J.B. (Eds), *Yesterday, Today and Tomorrow in Industrial Relations, Selected Papers from the XLIIIrd/XLIVth Annual CIRA Conferences*, pp. 64-81. Concord, ON: ACRI-CIRA & Captus University Publ. Note: Although papers were based on presentations from 2006 and 2007, the publication date was 2009.

Cooke, G.B. The strategic use of non-standard work schedules and locations in Canada. Proceedings of the International Industrial Relations Association's (IIRA) 8<sup>th</sup> European Congress, Manchester, England, Sept 2007.

Zeytinoglu, I.U., Cooke, G.B. & Harry, K. Low-Paid Workers and On-the-Job Training in Canada. Proceedings of the European Academy of Management Conference – Human Resource Management track, Paris, France, May 2007.

Zeytinoglu, I.U. & Cooke, G.B. Effects of new information technology, innovation and competition on on-the-job training in Canada. *Invited* paper, Proceedings of the International Industrial Relations Association's (IIRA) 14<sup>th</sup> World Congress, Track 3, Lima, Peru, Sept 2006.

Cooke, G.B. & Zeytinoglu, I.U. Temporary employment: the situation in Canada. In J. Burgess & J. Connell (eds.), *Contemporary Research on Temporary Employment: The Inside View from Six Countries*: 85-98. Employment Studies Centre, Monograph No.1, 2003, University of Newcastle, Australia. (Edited proceedings of International Perspectives on Temporary Work and Workers Conference.)

#### **PUBLICATIONS – OTHER**

Cooke, G.B., Hanlon, D., Vardy, K.W.J., Burns, J.K., Parveen, S., & McManamon, D. K. 2014. Adding Cultural Tourism to the Natural Assets of Gros Morne and its Environs: A Follow-up Report for ACOA. Technical report funded by, and prepared for, Atlantic Canada Opportunities Agency, Newfoundland and Labrador.

Cooke, G.B., Burns, J.K., & Vardy, K.W.J. 2014. A Lingering Decline or a Stable Future? The Case for Investing in Rural Tourism. Invited chapter in W.E. Grossman (ed.), *Labor Markets: Policies, Challenges and the Role of Globalization*: 395-416. Nova Science Publishers, Inc.: US. ISBN: 978-1-62948-662-8

Cooke, G.B., Burns, J.K. and McManamon, D. K. 2013. The Case for Public Investment in Cultural Tourism in Gros Morne National Park (GMPN). Technical report funded by, and prepared for, Atlantic Canada Opportunities Agency, Newfoundland and Labrador.

Cooke, G.B., Zeytinoglu, I.U., Mann, S.L., and Chowhan, J. 2012. Trends in Work Schedules among Key Worker Sub-groups in Canada. Statistics Canada RDC Working Paper Series, No. 42. This report is available at <http://socserv.mcmaster.ca/rdc/RDCwp42.pdf>.

Cooke, G.B. 2010. Review of: Alain Verbeke, Robert Schulz, Nathan Greidanus, & Laura Hambley (2008). *Growing the Virtual Workplace: The Integrative Value Proposition for Telework*. Cheltenham, UK & Northampton, US: Edward Elgar, ISBN: 978-1-84720-389-2. *Canadian Journal of Administrative Sciences*, 27(1), 90-92.

Cooke, G.B. 2009. Balancing act: Scheduling work-life balance for skilled individuals. *Business News, St. John's Board of Trade*, 24(12), December, p.6.

Zeytinoglu, I.U., Cooke, G.B. & Harry, K. 2007. Older workers and on-the-job training in Canada: Evidence from the WES data. This technical report was a requirement of funding support via the Social and Economic Dimensions of an Aging Population (SEDAP II) research program from the SSHRC of Canada. The report is available at <http://socserv.socsci.mcmaster.ca/sedap/p/sedap179.pdf>.

Zeytinoglu, I.U., Cooke, G.B. & Jiao, C. 2005. Determinants of on-the-job training in Canada: effects of workplace characteristics, employment status and personal characteristics on differentiated training experiences. This technical report

was a requirement of funding support via an INE Skills Research Initiative grant from the Social Sciences and Humanities Research Council of Canada under the joint initiative of HRSDC and Industry Canada. The report is at <http://socserv2.socsci.mcmaster.ca/rdc/RDCwp8.pdf>. Peer review conducted by Statistics Canada personnel.

Zeytinoglu, I.U. & Cooke, G.B. 2004. Differences in benefits within non-standard employment contracts. *Research Data Centre (RDC) Working Paper Series* (Online) at <http://socserv.mcmaster.ca/rdc/wp titles.htm>. Peer and institutional reviews conducted by Statistics Canada personnel.

#### **PRESENTATIONS (excluding those listed in proceedings)**

Cooke, G.B., Burns, J.K., Vardy, K.W.J., & Mann, S.L. (Oct, 2014). The post-graduation dilemma facing rural postsecondary students using Irish, Ontario, and Newfoundland examples. Presented at the Island Dynamics conference: Island Cities and Urban Archipelagos, Copenhagen, Denmark. Presented by first author.

Cooke, G.B., Burns, J.K., & Vardy, K.W.J. (June, 2014). Rural tourism in Newfoundland: an uphill view but worth the climb? Presented at the 45<sup>th</sup> Annual Conference of the Travel and Tourism Research Association (ttra), Bruges, Belgium. Presented by first author.

Petersen, B. & Cooke, G.B. (May, 2014). The Faroese Labour Market: The View From Newfoundland and Labrador. Presented at International Congress of Arctic Social Sciences (ICASS) VIII, Prince George, B.C., Canada. Presented by first author.

Cooke, G.B. (June, 2013). Young rural workers: the education versus employment dilemma. Presented at the 63<sup>rd</sup> Annual Meeting of the British Universities Industrial Relations Association (BUIRA), Glasgow, Scotland.

Cooke, G.B., Chowhan, J., & Mann, S. L. (May, 2013). Ontario's young workers: location, education, and employment. Presented at the 50<sup>th</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), Toronto, Ontario. Presented by second author.

Cooke, G.B., Burns, J.K., Mann, S. L. & Vardy, K. (May, 2013). Young Rural Workers: What to do and where to go? Presented at the 50<sup>th</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), Toronto, Ontario. Presented by second author.

Petersen, B.K. & Cooke, G.B. (May, 2013). Is there a future for interest-based bargaining? Presented at the 50<sup>th</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), Toronto, Ontario. Presented by first author.

Cooke, G.B., Hutchings, D., Mann, S.L., Zeytinoglu, I.U., Donaghey, J.D., Chowhan, J., Clarke, H., Oyet, M., Burns, J.K., & Vardy, K. (Jun, 2012). Symposium: Work Quality and Well-being within Newfoundland, Ontario, and Ireland. Presented at the Annual meeting of the Administrative Sciences Association of Canada (ASAC), Social Responsibility Division, St. John's, Newfoundland.

Cooke, G.B., Zeytinoglu, I.U., Mann, S. L., Donaghey, J., Chowhan, J., and Hutchings, D. (May, 2012). Comparative analysis of the employee effects on non-standard work schedules. Presented at the 49<sup>th</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), Calgary, Alberta. Presented by first author.

Burns, J.K., Vardy, K., & Cooke, G.B. (May, 2012). Employment Preferences of Millennial Nursing Graduates in Newfoundland & Labrador. Presented at the 49<sup>th</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), Calgary, Alberta. Presented by first and second authors.

Vardy, K., Burns, J.K., & Cooke, G.B. (May, 2012). To stay or not to stay: industrial apprentice trade people in Newfoundland and Labrador. Presented at the 49<sup>th</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), Calgary, Alberta. Presented by first and second authors.

Cooke, G.B., Fürst, B., Cooper, T., & Walsh, D. (Apr, 2012). Growing the pie or taking the cake? Tourism upheaval on Fogo Island. Presented at the Island Dynamics workshop: 'Investing in Small Island Recovery', Saxa Vord, Shetland Islands. Presented by first and second authors.

Cooke, G.B. (Apr, 2012). Young rural workers: the pursuit of education, and employment opportunities: Canadian and Irish perspectives. Presented at the Employment in Rural Ontario- 2012 Roundtable hosted and arranged by DR. S.L. Mann, as part of Omafra-funded Young Rural Worker Study, Guelph, Ontario.

Cooke, G.B. & Mann, S.L. (Oct, 2011). Young rural workers, the pursuit of education, and employment opportunities: Canadian and Irish perspectives - A tale of two studies. Presented at the North Atlantic Forum, St. John's, Newfoundland and Labrador. Presented by both authors.

Cooke, G.B. (Aug, 2011). Young rural workers, the pursuit of education, and employment opportunities: Canadian and Irish perspectives. Presented at the ADAPT International Conference on 'Youth unemployment and joblessness: causes, consequences, responses', Mexico City, Mexico.

Cooke, G.B., Mann, S.L., Chowhan, J. & Zeytinoglu, I.U. (Jun, 2011). Job satisfaction among older workers in 'dead-end' jobs. Presented at the 48th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Fredericton, New Brunswick. Presented by second author.

Cooke, G.B., Tang, X., Locke, A., Tobin, S. & Nixon, A. (Jun, 2011). Retaining skilled young workers in rural Newfoundland. Presented at the 48th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Fredericton, New Brunswick. Presented by first author.

Cooke, G.B. & Hutchings, D. Work schedules among 'older' workers. (Jun, 2011). Presented at the 48th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Fredericton, New Brunswick. Presented by second author.

Skeffington, S., Cooke, G.B., Shenge, N. & Duffett, C. (Jun, 2011). Employment issues facing immigrants in Newfoundland. Presented at the 48th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Fredericton, New Brunswick. Presented by first and fourth authors.

Donaghey, J., Cooke, G.B. & Zeytinoglu, I.U. (May, 2011). Exploring rural job stability & employment policy in Newfoundland and Ireland. Presented at the 2<sup>nd</sup> Island Dynamics conference, Valetta, Malta. Presented by second author.

Cooke, G.B., Tang, X., Locke, A., Tobin, S. & Nixon, A. (May, 2011). Retaining skilled young workers in rural Newfoundland. Presented at the 2<sup>nd</sup> Island Dynamics conference, Valetta, Malta. Presented by first author.

Tang, X., Cooke, G.B., Kennedy, S. & Tobin, S. (Jun, 2010). Labour market issues for young educated workers in Newfoundland and Labrador. Presented at the 47th Annual Meeting of the Canadian Industrial Relations Association (CIRA); joint CRIMT conference, Quebec City, Quebec. Presented by second author.

Cooke, G.B., Zeytinoglu, I.U., Mann, S.L. & Chowhan, J. (Jun, 2010). Work schedules – trends and differences among key worker sub-groups. Presented at the 47th Annual Meeting of the Canadian Industrial Relations Association (CIRA); joint CRIMT conference, Quebec City, Quebec. Presented by first author.

Dionne, L. & Cooke, G.B. (Jun, 2010). Union members' priorities – regional and individual differences. Presented at the 47th Annual Meeting of the Canadian Industrial Relations Association (CIRA); joint CRIMT conference, Quebec City, Quebec. Presented by second author.

Cooke, G.B. & Zeytinoglu, I.U. (Jun, 2010). Are employers strategically utilizing telework yet? Presented at the 9th European congress of the International Industrial Relations Association (IIRA), Copenhagen, Denmark. Presented by first author.

Van Haaften, A. & Cooke, G.B. (Jun, 2010). Skills underemployment among educated females in non-standard jobs. Presented at the 9th European congress of the International Industrial Relations Association (IIRA), Copenhagen, Denmark. Presented by second author.

Cooke, G.B., Zeytinoglu, I.U., Mann, S.L. & Chowhan, J. (Oct, 2009). What's a family-friendly schedule anymore? Presented at the Centre for Families, Work and Well-Being's (CFWW) conference: Whose Flexibility? Families, Firms, Governments and Conflicting Agendas. Guelph, Ontario. The CFWW is a research centre within the University of Guelph. Presented by first author. Also presented at seminars at Memorial University in Nov 2009 and McMaster University in Feb 2010.

Zeytinoglu, I.U., Cooke, G.B. & Mann, S.L. (Oct, 2009). Are Flexible Work Schedules Created for Business Reasons or to Assist Workers? Evidence from WES. Presented at the Centre for Families, Work and Well-Being's (CFWW) conference: Whose Flexibility? Families, Firms, Governments and Conflicting Agendas. Guelph, Ontario. The CFWW is a research centre within the University of Guelph. Presented by third author.

Cooke, G.B. & Zeytinoglu, I.U. (Jul, 2009). Training barriers among vulnerable workers. Presented at the 59<sup>th</sup> Annual Meeting of the British Universities Industrial Relations Association (BUIRA), Cardiff, Wales. Presented by first author.

Chowhan, J. & Cooke, G.B. (Jun, 2009). Who is declining training in Canada? Presented at the Annual Meeting of the Administrative Sciences Association of Canada (ASAC) Annual Meeting (HR Division), Niagara Falls, Ontario. Presented by first author.

Mann, S.L., Cooke, G.B., Zeytinoglu, I.U. & Brown, J. (May, 2009). Non-standard work arrangements: a review of recent scholarship, recommendations for practitioners and opportunities for future research. Presented at the 46th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Gatineau, Que. Presented by first author.

Zeytinoglu, I.U., Cooke, G.B. and Chowhan, J. (May, 2009). Immigrants, promotion and job satisfaction. Presented at the 46th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Gatineau, Que. Presented by third author.

Cooke, G.B. (May, 2009). Who are these older workers with long workweeks? Presented at the 46th Annual Meeting of the Canadian Industrial Relations Association (CIRA), Gatineau, Que.

Jacobs, D., Traverse, A. & Cooke, G.B. (Oct, 2008). Workload issues among teachers in Newfoundland and Labrador & Saskatchewan. Presented at the Annual Meeting of the Atlantic Schools of Business (ASB), St. John's, NL. Presented by third author.

Cooke, G.B. (Jun, 2008). Long workweeks among older workers and the effect of gender. Presented at the 58<sup>th</sup> Annual Meeting of the British Universities Industrial Relations Association (BUIRA), Bristol, England.

Cooke, G.B. and Zeytinoglu, I.U. (Jun, 2008). The gender training gap among vulnerable workers. Presented at the 45<sup>th</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), Vancouver, B.C. Presented by first author.

Mann, S.L., Cooke, G.B. and Zeytinoglu, I.U. (Jun, 2008). Does the presence of eldercare and childcare programs lead to a lower number of people quitting? Presented at the 45<sup>th</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), Vancouver, B.C. Presented by second author.

Cooke, G.B. (Sep, 2007). Employment status among young adult workers in Atlantic Canada. Presented at the Annual Meeting of the Atlantic Schools of Business (ASB), Wolfville, Nova Scotia.

Cooke, G.B., Zeytinoglu, I.U. & Mann, S.L. (Jun, 2007). Profiles of workers in weekend-based short workweeks. Presented at the 44<sup>th</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), Montreal, Quebec. Presented by first author.

Zeytinoglu, I.U., Cooke, G.B. & Mann, S.L. (Jun, 2007). Prevalence and determinants of flexible work schedules in Canada: analyzing flex-time, compressed workweeks, variable workweeks, and short and long workweeks. Presented at the 44<sup>th</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), Montreal, Quebec. Presented by third author.

Zeytinoglu, I.U., Cooke, G.B. & Mann, S.L. (May, 2007). Workplace family support programs and employment in voluntary and involuntary part-time hours: exploring gender differences. Presented at the Canadian Employment Research Forum (CERF) - Gender and Work/Family Balance: New Policies, New Approaches, New Directions? The CERF conference was held at the annual meeting of the Canadian Economics Association (CEA), Halifax, Nova Scotia. Presented by first author.

Jacobs, D., Traverse, A. & Cooke, G.B. (Sep, 2006). The workload gap among Newfoundland and Labrador teachers. Presented at the Annual Meeting of the Atlantic Schools of Business (ASB), Sackville, New Brunswick. Presented by first two authors.

Cooke, G.B., Zeytinoglu, I.U., Agarwal, N. & Rose, J.B. (Jun, 2006). How can various non-standard work schedules and locations have contrasting effects on job satisfaction? Presented at the 56<sup>th</sup> Annual Meeting of the British Universities Industrial Relations Association (BUIRA), Galway, Ireland. Presented by first author.

Cooke, G.B. & Zeytinoglu, I.U. (Jun, 2006). Weekend-based short workweeks in Canada: a new look at job quality, income & gender. Presented at the 43<sup>rd</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), Toronto, Ontario. Presented by first author.

Cooke, G.B. & Zeytinoglu, I.U. (Jun, 2005). Short weekend work schedules in Canada. Presented at the 42<sup>nd</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), London, Ontario. Presented by first author.

Cooke, G.B. & Zeytinoglu, I.U. (May, 2005). Employment status and employer-supported training. Presented at the Administrative Sciences Association of Canada (ASAC) Annual Meeting (HR Division), Toronto, Ontario. Presented by first author.

Zeytinoglu, I.U. & Cooke, G.B. (Jun, 2004). Training opportunities for non-standard workers & the role of collective agreement coverage. Presented at the 41<sup>st</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), Winnipeg, Manitoba. Presented by second author.

Zeytinoglu, I.U. & Cooke, G.B. (Feb, 2004). Who is working when we are resting? Determinants of weekend work in Canada. Presented at the 9<sup>th</sup> Meeting of the International Symposium on Working Time, Paris, France. Presented by first author.

Zeytinoglu, I.U. & Cooke, G.B. (Sep, 2003). Training opportunities for non-standard workers: Does collective agreement coverage make a difference? Presented as poster at 13<sup>th</sup> World Congress of the International Industrial Relations Association, Berlin, Germany. Presented by first author.

Cooke, G.B. & Sears, G.J. (Jun, 2003). How Swede it is: legitimate and illegitimate predictors of salaries in the NHL. Presented at the Administrative Sciences Association of Canada (ASAC) Annual Meeting, Halifax, Nova Scotia. *Won Best Student Paper Award, HR Division.* Presented by both authors.

Cooke, G.B. (Jun, 2003). Nonstandard work arrangements in recruitment postings: attractiveness and strategic value. Presented as poster at the International Conference of HRM, Limerick, Ireland. (Also presented as poster at the McMaster University Graduate Students Day, 2003. *Won Best Paper, School of Business.*)

Zeytinoglu, I.U. & Cooke, G.B. (May, 2003). Benefit tiers within non-standard employment contracts. Presented at the 40<sup>th</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), Halifax, Nova Scotia. Presented by second author.

Zeytinoglu, I.U., Weber, C. & Cooke, G.B. (Nov, 2002). Peripheries within non-standard employment contracts. Presented at the Conference on Workplace Issues in Canada, Ottawa, Ontario. Presented by first and third authors.

Zeytinoglu, I.U. & Cooke, G.B. (Jun, 2002). Future research directions on flexible work arrangements. Presented at the Joint Conference of the IIRA Regional Congress of the Americas and 39<sup>th</sup> Annual Meeting of the Canadian Industrial Relations Association (CIRA), Toronto, Ontario. Presented by both authors.

#### **ITEMS UNDER REVIEW OR IN-PROGRESS**

Cooke, G.B., Hutchings, D., Zeytinoglu, I.U., & Donaghey, J. Lifestyles among older rural adults. Work in progress.

Cooke, G.B., Mann, S.L. & Burns, J.K. Education and employment choices among young rural workers in Canada and Ireland: A tale of two studies. Under final reviews as tentatively accepted book chapter, as of January 2014.

Cooke, G.B., Mann, S.L., Chowhan, J., Zeytinoglu, I.U., & Hutchings, D. Job satisfaction and dead-end jobs among older workers in Canada. On hold, pending new data analysis.

Cooke, G.B. Young rural worker typology - extended. Work in progress, as of December, 2014.

#### **EDUCATION**

- 2005                      Ph.D., Human Resources & Management Dept,  
MGD School of Business, McMaster University  
Committee: N.C. Agarwal, J.B. Rose, I.U. Zeytinoglu (supervisor)  
Dissertation Title: The Nature and Incidence of Non-Standard Work Arrangements
- 1998                      B. Arts (General), University of Waterloo
- 1992                      M.B.A., Wilfrid Laurier University
- 1991                      Canadian Securities Course
- 1989                      B. Math (Honours, Co-op), University of Waterloo  
Business Administration option

#### **ACADEMIC ACTIVITIES**

Summer 2010 – present:

Associate Professor of Industrial Relations, Faculty of Business Administration, Memorial University of Newfoundland.

##### External contributions:

Canadian Journal of Sociology (CJS): Paper reviewer (2013)  
Human Relations journal (HR): Paper reviewer (2014)  
Journal of Managerial Psychology (JMP): Paper reviewer (2012)  
Intern'l Journal of Human Resource Management (IJHRM): Paper reviewer (2013, 2014 (twice))  
Personnel Review (PR): Paper reviewer (2013, 2014)  
Scientific World Journal, The; Paper reviewer (2014)  
ASAC Annual Meeting: Paper reviewer (HR Division: 2011, 2012; GDO Division: 2012)  
Reviewer for research grant application for Icelandic Research Fund (2012)  
Relations Industrielles/Industrial Relations: Paper reviewer (2010 (twice), 2011)

##### Internal/Organizational contributions:

Member, M.E.R. Policy Committee (2010-2014)  
Member, Promotions & Tenure Committee (2013-2014 & 2014-2015 cycles)  
Member, Committee on Course-Based Masters Programs (2014)  
Member, Committee on Graduate Studies (2011- 2013)  
Member, Int'l Business Faculty Search Committee (winter 2013)  
Member, FBA Assoc Dean Research Search Committee (winter 2012)  
Presented public workshop, hosted by MUN's Harris Centre as a 'Synergy Session' entitled: Employment, Mobility & Lifestyle Trade-offs in Rural Ireland and NL (Nov 30/12 – Holiday Inn, St. John's); also presented as a department research seminar (Oct, 2012)  
MUN and FBA project coordinator for UArctic Thematic Network on Extractive Industries (2012-2014)

Summer 2004 – Summer 2010:

Assistant Professor of Industrial Relations, Faculty of Business Administration, Memorial University of Newfoundland.



Instructor for: Bus 3320 - Introduction to Labour Relations, Bus 7321 - Dispute Resolution, Bus 8210 - Labour Relations, and Emre 6010 - Quantitative Research Methodology.  
 Review of grant proposal submission for OMAFRA/University of Guelph (2009)  
 Chair, Equivalencies Committee (2008)  
 Member, OB/HR Faculty Search Committee (winter 2009)  
 Member, M.E.R. Program Committee (2005-2010)  
 Member, Undergraduate Scholarship Committee (2007- 2009)  
 Member, Committee on Graduate Studies (2009- 2010)  
 ASAC Annual Meeting: Paper reviewer (HR Division: 2005, 2006; GDO Division: 2007, 2008, 2010)  
 ASB Annual Meeting: Paper reviewer (IR Division: 2008)  
 CIRA Meeting Proceedings: Paper reviewer (2004)  
 Relations Industrielles/Industrial Relations: Paper reviewer (2006, 2010)  
 Community, Work and Family Journal: Paper reviewer (2010)  
 Nelson Thompson Publishing: Academic Book review (2007, 2009)  
 Guest lecturer; Shad Valley program, MUN (July, 2007)  
 Additionally, either my research and/or opinions have been published/presented by the National Post, Globe & Mail, St. John's Telegram, Gander Beacan, Hamilton Spectator & CBC Radio and VOCM Radio.

- Winter 2004: Instructor for H600E: Introduction to Human Resources & Labour Relations; MBA Program; McMaster University.  
 ASAC Annual Mtg: Paper reviewer (Strategy Division)
- 2003: Graduate (Student) Representative, Faculty of Business  
 Conducted Orientation Day seminar to new HR&M PhD students
- 2000-2003: Teaching Assistant, McMaster University  
 MBA Courses: Collective Bargaining; Gender Issues in Business  
 Undergraduate Courses: Issues in Nonstandard Work, Collective Bargaining (3 times), Comparative Labour Relations, Public Sector Bargaining, Gender Issues in Business (4 times), Human Resources I and II, Behavioural Issues in Management, Industrial Disputes  
 Responsibilities: Led a number of classes & labs/simulations. Typically responsible for meeting students, holding office hours, and marking exams, projects, & presentations. Preparation of mid-term & final exams.
- 2002 & Research Assistant, McMaster University  
 2003 SSHRC-funded project led by I.U. Zeytinoglu  
 Topic: Nonstandard and flexible contract issues in workplaces  
 Primarily responsible for data analyses as part of a research program consisting of several papers and presentations.
- 2001: Research Assistant, McMaster University  
 WSIB-funded project led by M. Denton  
 Topic: Health and welfare of workers during health care restructuring  
 Responsibilities included administrative support, and summarizing structured & unstructured survey responses.
- 1991: Research Assistant, Wilfrid Laurier University  
 Supervisor: A. Murray  
 Title: Business Outlook (1992) in Canada's Technology Triangle

#### **ACADEMIC SUPERVISION OF STUDENTS**

- Fall 2014 Rosemarie Fulford: Grad Student, MUN, MER Program, EMRE 6030 Project.  
 Title: Employer perspective of non-work related disability: Knowledge of human rights legislation, application in the workplace and what they need to know
- Spring 2014 Gus Haddad: Grad Student, MUN, MER Program, EMRE 6030 Project.  
 Title: A case study of managing the introduction of work-life balance practices in the retail banking sector
- Winter 2014 Yangyan Li: Grad Student, MUN, MBA Program, Bus 9301 Paper.  
 Title: Business ethics in China: Old ways and new realities
- Fall 2013 Bronwyn L. Cass: Grad Student, MUN, MER Program, EMRE 6030 Project.  
 Title: Performance Development in the Tourism Industry: A comparative analysis of tourist satisfaction in parts of rural Newfoundland and County Donegal
- Spring 2013 David Neilson: Grad Student, MUN, MBA Program, Bus 9301 Paper.  
 Title: Young Pros want to flex
- Winter 2013 Bui Petersen: Grad Student, MUN, MBA Program, Bus 9303 Paper.



Title: The Future of the Strategic Partnership (in Newfoundland and Labrador)

- Fall 2012      Christine Casey; Grad Student, MUN, MBA Program, Bus 9301 Paper.  
Title: Tourism in Rural Newfoundland and Ireland
- Spring 2012      Jennifer Burns; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: Employment Preferences and Expectations of Millennial Nursing Graduates of Newfoundland and Labrador  
Kyle Vardy; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: To Stay or Not to Stay: Factors impacting Location Expectations of Industrial Apprentice Trade People in Newfoundland and Labrador  
Sabreen Mowlaii; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: Satisfaction Pole: The Employment Experiences of Female Exotic Dancers in the City of St. John's  
Murray Savoy; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: Gros Morne National Park: Lobster Cove Head Visitor Satisfaction Study  
Bui Petersen; Grad Student, MUN, MBA Program, Bus 9301 Paper.  
Title: Analyzing Different Approaches to Collective Bargaining  
Bui Petersen; Grad Student, MUN, MBA Program, Bus 9302 Paper.  
Title: "It's all about relationships" Competition and Collaboration in Collective Bargaining
- Winter 2012      Sandra Parsons; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: General Job Satisfaction in Customer Service: The Influence of Training Opportunities, Expectation of Promotion, and Relationship with Supervisors  
Justin Crickard; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: Does working with a multi-generational work force in the Public Sector of Newfoundland and Labrador impact workplace commitment, culture and performance?
- Winter 2011      Stephanie Skeffington; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: Perceptions of Work Opportunities among Foreign versus Canadian-born Individuals
- Summer 2010      Connie Duffett; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: The Impact of Flexible Work Arrangements on Work-Life Conflict  
Allan Locke; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: The Social Factors Affecting the Pursuit of Higher Education and Employment for Rural Students  
Andrea Nixon; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: Youth Attitudes and Employment: Is the emerging workforce changing?  
Nyitor Shenge; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: Perceived diversity and degree of support at Memorial University of Newfoundland  
Phil Whitten; Grad Student, MUN, MBA Program, Bus 9301 Paper.  
Title: Rural Employer Strategies in Newfoundland and Labrador to Attract and Retain Appropriate Workers, Given Skilled Labour Shortages
- Winter 2010      Jody Saunders; Grad Student, MUN, MBA Program, Bus 9301 Paper.  
Title: Provincial Purchasing Power of Nurses- Salary Adjusted by Price Indexes
- Fall 2009      Susan Tobin; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: Adapting to current and future labour conditions in Newfoundland's energy sector: The employers' view
- Summer 2009      Amanda Van Haaften; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: An Exploration of Alberta Women Engaged in Part-Time Work Arrangements  
Xiaotong Tang; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: Career Choices for Current Post-Secondary Students in Newfoundland and Labrador  
Stephanie Kennedy; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: The Effects on Non-Standard Employment on Worker Outcomes
- Fall 2008      Liang Zhao; Grad Student, MUN, MER Program, EMRE 6030 Project.  
Title: The Challenges of Chinese Female Employees in Management  
David Hiscock; Grad Student, MUN, MBA Program, Bus 9301 Paper.  
Title: Academic salary: a comparative review
- Fall 2007      Dean Jacobs & Amanda Traverse; Grad Students, MUN, MBA, Bus 9301 Paper.  
Title: Beneath the Surface: A comparative study of workload issues of teachers in Newfoundland and Labrador and Saskatchewan

#### **OTHER WORK EXPERIENCE**

05/85 - Various financial, regulatory, and administrative positions;

07/00

Union Energy Inc. (Toronto, Ontario), Union Gas Ltd. (Chatham, Ontario), Ontario Hydro (Toronto, Ontario), and Government of Canada (Hull, Quebec). Job titles (in order of most recent): Mgr, Budgets; Co-ordinator, Upstream Regulation; Supervisor, Budgets; Co-ordinator, NGV Administration; Budget Analyst; various co-op student positions.