

Johanna Weststar, BAartsSci & Psych (Hons), MIR, PhD

DAN Department of Management & Organizational Studies
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DEGREES AWARDED

- 2007 **PhD, Industrial Relations and Human Resources**, University of Toronto
Thesis: “Studies in Learning and Work: Job Control, Participation in Learning and Underemployment”
Supervisor: Dr. Morley Gunderson
- 2003 **Master of Industrial Relations**, Queen’s University
Thesis: “Paid Education Leave: The Role of Union Education in Union Renewal”
Supervisor: Dr. Pradeep Kumar
- 2001 **Bachelor of Arts & Science and Psychology** (Combined Honours), McMaster University
Thesis: “Improving Reading Fluency: The Effects of Single Word Training on Reading in Context”
Supervisor: Dr. Betty-Ann Levy

ACADEMIC POSITIONS

- Jul 2016 – present **Associate Professor**, DAN Department of Management and Organizational Studies, Faculty of Social Science, Western University, London, ON
- Jan 2016 – present **Cross-Appointment**, Industrial/Organizational Area, Department of Psychology, Faculty of Social Science, Western University
- May 2018 – present **Cross-Appointment**, Department of Gender, Sexuality and Women’s Studies, Faculties of Arts & Humanities and Social Science, Western University, London, ON
- Jul 2012 – 2016 Assistant Professor, DAN Department of Management and Organizational Studies, Faculty of Social Science, Western University, London, ON
- Jan 2008 – Jun 2012 Assistant Professor, Management Department, Sobey School of Business, Saint Mary’s University, Halifax, NS
- Sep 2006 - Jul 2007 Sessional Lecturer, Labour Studies Programme, McMaster University, Hamilton, ON
- Jan 2006 - May 2007 Course Instructor, Department of Economics, University of Toronto at Mississauga, Mississauga, ON

SCHOLARSHIP

Research Grants and Contracts Awarded¹

R	2024	Dancap Private Equity Faculty Research Award (DAN Management and Organizational Studies, Western University): Research Support First Three Years project	\$5,000
	2023	Compensatory Research Grant (University of Western Ontario Faculty Association)	\$8,000
R	2023	Awards to Scholarly Publications Program (Federation for the Humanities and Social Sciences): publishing support for “Not all Fun and Games: Videogame Labour, Project-based Workplaces, and the New Citizenship at Work” (with Marie-Josée Legault)	\$8,000
R	2023	Undergraduate Student Research Internship: “First Three Years Data Compilation” (Faculty Supervisor with student Habiba Hussein)	\$8,680
R	2023	J. B. Smallman Research Fund (Western University): publishing support for “Not All Fun and Games: Videogame Labour, Project-based Workplaces and the New Citizenship at Work” (with Marie-Josée Legault)	\$3,500
R	2023	Dancap Private Equity Faculty Research Award (DAN Management and Organizational Studies, Western University): Research Support: Book Indexing and Translation	\$5,000
R	2022	Dancap Private Equity Faculty Research Award (DAN Management and Organizational Studies, Western University): CRIMT International Conference, Montreal, 2022	\$2,112
R	2022	Undergraduate Student Research Internship: “First Three Years Project” (Faculty Supervisor with student River Wang)	\$8,400
R	2021	Research Western Knowledge Mobilization Innovation Grant: “IGDA DSS Data Repository Project”	\$7,478
R	2021	Undergraduate Student Research Internship: “Game Worker Mobilizing Project” (Faculty Supervisor with student Ezgi Inceefe)	\$7,500
	2021	IGDA Foundation: “IGDA Developer Satisfaction Survey” (PI)	\$13,000
	2020	UWO Provost Internal Funding: “COVID-19 Homeworking for University Staff Survey project” (Local PI with David Peetz, Lead PI)	\$7,700
R	2020	Mitacs Accelerate: “Mentorship Needs in the Ontario Manufacturing Industry” (Academic Supervisor for Eva Kwan in partnership with Trillium Network for Advanced Manufacturing)	\$15,000

¹ Grant proposals that were peer-reviewed or underwent a competitive selection process are denoted by R

R	2020	Mitacs Accelerate: “The Future of Ontario’s Manufacturing Workforce: A Roadmap to Assess Needs and Capabilities” (Academic Supervisor for Eva Kwan and Trevor Coppins in partnership with Trillium Network for Advanced Manufacturing)	\$30,000
R	2020	SSHRC Insight Grant: “The First Three Years” (Collaborator with Sean Gouglas (PI), Jennifer Whitson, and Alison Harvey)	\$347,080
R	2019	Faculty Research Grant Scheme (Faculty of Business and Law, Deakin University): “Game Workers Unite! Mobilising and Organising the Creative Economy Workforce” (Co-Investigator w/ Amanda Coles)	\$15,000
R	2019	Dancap Private Equity Faculty Research Award (DAN Management and Organizational Studies, Western University): Canadian Industrial Relations Association Conference, Vancouver 2019	\$1,875
R	2018	Dancap Private Equity Faculty Research Award (DAN Management and Organizational Studies, Western University): “Comparative Case Study of Game Workers Unite” (PI)	\$4,515
R	2018	SSHRC Partnership Engage Grant: “Institutional Experimentation for Better Work: A Study of Live Game Development” (Co-Investigator with Louis-Etienne Dubois)	\$20,320
R	2018	Dancap Private Equity Faculty Research Award (DAN Management and Organizational Studies, Western University): Canadian Industrial Relations Association Conference, Montréal, 2018	\$1,616
R	2017	Western Strategic Support for SSHRC Success: “Institutional Experimentation for Better Work: A Longitudinal Study of ‘Live’ Videogame Development” (PI)	\$18,860
R	2017-24	SSHRC Partnership Program: "Institutional Experimentation for Better Work" (Co-researcher through CRIMT)	\$2,500,000
R	2017	Dancap Private Equity Faculty Research Award (DAN Management & Organizational Studies, Western University): ILERA 9 th Regional Congress of the Americas, Argentina, 2017	\$3,760
R	2016	Dancap Private Equity Faculty Research Award (DAN Management & Organizational Studies, Western University): ILERA 11 th European Regional Congress, Milan, 2016	\$3,486
	2016	IGDA Foundation: “IGDA Developer Satisfaction Survey” (Principal Investigator)	\$39,780
R	2016	Dancap Private Equity Faculty Research Award (DAN Management & Organizational Studies, Western University): “Pensions in a World of Financialized Capital: Challenges, Contradictions and Opportunities for Labour”	\$2,089.82
	2015	IGDA Foundation: “IGDA Developer Satisfaction Survey” (PI)	\$32,000
R	2014	GRAND NCE: Graphics, Animation and New Media (Networks of Centers of Excellence): “INDIEGAME – Game Quality of Life” (PI)	\$3,841

R	2013	Dancap Private Equity Faculty Research Award (DAN Management & Organizational Studies, Western University): “The Role of Labour Relations Officers in Facilitating Positive Labour Relations Climate” (PI)	\$4,100
R	2013	SSHRC Insight Grant : “Coping with Risk: Regulation and Citizenship at Work in the Project-based Context” (Co-Investigator with Marie-Josée Legault)	\$277,915
R	2013	Dancap Private Equity Faculty Research Award (DAN Management & Organizational Studies, Western University): “Quality of Life in the Video Game Industry: Report and Web Portal” (PI)	\$3,000
	2012	New Faculty Start-up Grant (Faculty of Social Science, Western University)	\$10,000
R	2010	SSHRC Standard Research Grant : “Labour’s Voice in Pension Governance” (Co-investigator with Anil Verma)	\$80,600
R	2010	Faculty of Graduate Studies Research Grant (Saint Mary’s University): “Underemployment among Women” (PI)	\$500
R	2008	Faculty of Graduate Studies and Research New Faculty Grant (Saint Mary’s University): “The Role of Labour Relations Officers in Labour Climate” (PI)	\$5,000
	2007	Noah Meltz Student Research Fund (University of Toronto)	\$400
R	2006	School of Graduate Studies Travel Grant (University of Toronto)	\$9,000
R	2005-07	SSHRC Doctoral Fellowship	\$40,000

Awards and Other Honours

2023	Vic Taylor Best Labour & Industry Article Award , Association of Industrial Relations Academics of Australia and New Zealand for Peetz et al. (2021) <i>Sustained knowledge work and thinking time amongst academics: Gender and working from home during the COVID-19 pandemic</i>
2022	CAUT Dedicated Service Award , Canadian Association of University Teachers
2019	The Leader’s Circle , Inductee, Toronto, ON
2015	Luis Aparicio Valdez Prize Nominee , International Labour and Employment Relations Association (nominated, April 2015)
2014	IGDA MVP , for outstanding service to the International Game Developers Association
2012	Dancap Private Equity Faculty Fellowship , DAN Management and Organizational Studies, Western University (\$3,000)
2009	Best PhD Dissertation in Human Resource Management , International Alliance of Human Resource Research (\$4,000)

2008	Honourable Mention , Social Responsibility Section, Administrative Sciences Association of Canada (\$500)
2004 & 2005	Ontario Graduate Scholarship (\$15,000/year; 2005 declined)
2002	R. S. McLaughlin Fellowship , Queen's University (\$10,000)
1997 & 1998	Alvin I. Ogilvie Scholarship , McMaster University (2,000/year)
1997	Canada Post Scholarship (\$2,000)

Working Papers and Work Under Review

Sooknanan, V., Gordon, K., Gouglas, S., Harvey, A., **Weststar, J.** & Whitson, J. Credentialization in the game industry: Broken and empty promises. Manuscript under preparation.

Woodcock, J., **Weststar, J.** & Coles, A. Case study of the game workers mobilization and unionization project. Manuscript under preparation for *Work, Employment and Society* Special Issue.

Weststar, J., Coles, A. O'Meara, V & Gosse, C. The Blame Game: Gendered attribution of the 'diversity problem' in the digital game industry. Manuscript under preparation.

Peer-reviewed Journal Articles

1. Peetz, D., Preston, A., Walsworth, S. & **Weststar, J.** (2023). COVID-19 and the gender gap in research productivity: Understanding the effect of having primary responsibility for the care of children. *Studies in Higher Education*, 48(9): 1428-1439.
<https://doi.org/10.1080/03075079.2023.2201589>
2. Peetz, D., O'Brady, S., **Weststar, J.**, Coles, A., Baird, M., Cooper, R., Charlesworth, S., Pyman, A., Ressa, S., Strachan, G., Troup, C. (2022). Control and insecurity in Australian and Canadian universities during COVID-19 pandemic. *Relations Industrielles/Industrial Relations*, 77(2), 1-21.
<https://www.riir.ulaval.ca/en/articles/control-and-insecurity-australian-and-canadian-universities-during-covid-19-pandemic>
3. Peetz, D., Baird, M., Banerjee, R., Bartkiw, T., Campbell, S., Charlesworth, S., Coles, A., Cooper, R., Foster, J., Galea, N., de la Harpe, B., Leighton, C., Lynch, B. Pike, K., Pyman, A., Ramia, I., Ressa, S., Samani, M., Southey, K., Strachan, G., To, M. Troup, C., Walsworth, S., Werth, S. & **Weststar, J.** (2022). Sustained knowledge work and thinking time amongst academics: Gender and working from home during the COVID-19 pandemic. *Labour & Industry: A Journal of the Social and Economic Relations of Work*. <https://doi.org/10.1080/10301763.2022.2034092>
4. **Weststar, J.** & Dubois, L-E. (2022). From crunch to grind: Adopting servitization in project-based creative work. *Work, Employment and Society*. OnlineFirst:
<https://journals.sagepub.com/doi/full/10.1177/09500170211061228>
5. Legault, M.-J. & **Weststar, J.** (2021). Organizing challenges in the era of financialization: The case of videogame workers. *Work, Organisation, Labour & Globalisation*, 15(2): 7-24.
<https://doi.org/10.13169/workorglaboglob.15.2.0007>
6. Dubois, L-E. & **Weststar, J.** (2021). Games-as-a-Service: Conflicted identities on the new front line of video game development. *New Media and Society*, <https://doi.org/10.1177/1461444821995815>

7. **Weststar, J.** & Legault, M.-J. (2019). Building momentum for collectivity in the digital games community. *Television and New Media*, 20(8): 848-861.
8. Campbell, S. & **Weststar, J.** (2019). Peering inside the ‘black box’: The impact of management-side representatives on the industrial relations climate of organizations. *Labor Studies Journal*, 45(3): 250-272.
9. Legault, M.-J. & **Weststar, J.** (2017) “Videogame developers among ‘extreme workers’: Are death marches over?” *E-journal of International and Comparative Labour Studies*, 6(3): 1-29.
10. **Weststar, J.** & Legault, M.-J. (2017) “Why might a video game developer join a union?” *Labor Studies Journal*, 42(4): 295-321.
11. **Weststar, J.** (2015). Understanding video game developers as an occupational community. *Information, Communication and Society*, 18(10):1238-1252.
12. Legault, M. J. & **Weststar, J.** (2015). The Capacity for Mobilization in Project-Based Cultural Work: A Case of the Video Game Industry. *Canadian Journal of Communication*, 40(2): 203-221.
13. Peticca-Harris, A., **Weststar, J.** & McKenna, S. (2015). The perils of project-based work: Attempting resistance to extreme work conditions in video game development. *Organization*, 22(4): 570-587.
14. Lee, B., Wang, J. & **Weststar, J.** (2015). Work hour congruence: The effect on job satisfaction and absenteeism. *International Journal of Human Resource Management*, 26(5), 657-675. First published online June 3, 2014.
15. Legault, M. J. & **Weststar, J.** (2014). “Comment jouer la régulation dans l’industrie du jeu vidéo?” *Relations Industrielles/Industrial Relations*, 69(1): 136-158.
16. Sayce, S., **Weststar, J.** & Verma, A. (2014). “The recruitment and selection of pension trustees: An integrative approach” *Human Resource Management Journal*, 24(3): 307-322. First published online Dec, 2012.
17. **Weststar, J.** (2012). “Negotiating in silence: Experiences with parental leave in academia”. *Relations Industrielles/Industrial Relations* 73(3), 345-367.
18. Verma, A. & **Weststar, J.** (2011). Token presence or substantive participation? A study of labor trustees on pension boards. *Journal of Labor Research*, 32(1), 39-60.
19. **Weststar, J.** (2009). Worker control as a facilitator in the match between education and jobs. *British Journal of Industrial Relations*, 47(4), 723-740.
20. **Weststar, J.** (2009). Worker control and workplace learning: Expansion of the Job Demand-Control Model. *Industrial Relations Journal of Economy and Society*, 48(3), 533-548.
21. **Weststar, J.** & Verma, A. (2007). What makes for effective labor representation on pension boards? *Labor Studies Journal*, 32(4), 382-410.
22. **Weststar, J.** (2007). Give me the room to learn: The relationship between job control and workplace learning. *Just Labour: A Canadian Journal of Work and Society*, 11(Fall).

Peer-reviewed Books

1. Legault, M-J. & **Weststar, J.** (forthcoming Spring 2024). *Not all Fun and Games: Videogame Labour, Project-based Workplaces and the New Citizenship at Work*. Montreal, QC: Concordia University Press.
2. Skerrett, K., **Weststar, J.**, Archer, S. & Roberts, C. (Eds.). (2017). *The Contradictions of Pension Fund Capitalism*. Labor and Employment Relations Association Research Volume. Ithaca. NY: Cornell University Press.

Peer-reviewed Book Chapters

1. Coppins, T. & **Weststar, J.** (2023). What about my occupation? A multidimensional view of workplace identification and pro-organizational unethical behaviour. In Gabbioneta, C., Clemente, M. and Greenwood, R. (Eds.) *Organizational Wrongdoing as the “Foundational” Grand Challenge: Definitions and Antecedents (Research in the Sociology of Organisations, 84)*, Bingley: Emerald Publishing, pp. 153-170. <https://doi.org/10.1108/S0733-558X20230000084008>
2. **Weststar, J.** & Legault, M-J. (2018). “Women’s experiences on the path to a career in game development.” *Feminism in Play*. Gray, Voorhees & Vossen (Eds.). Palgrave MacMillan.
3. Skerrett, K., **Weststar, J.**, Archer, S. & Roberts, C. (2017). Introduction. In *The Contradictions of Pension Fund Capitalism*. Skerrett, Weststar, Archer & Roberts (Eds.). Labor and Employment Relations Association Research Volume. Ithaca: Cornell University Press.
4. **Weststar, J.** (2017). Critical perspectives from the field of pension fund education. In *The Contradictions of Pension Fund Capitalism*. Skerrett, Weststar, Archer & Roberts (Eds.). Labor and Employment Relations Association Research Volume. Ithaca: Cornell University Press.
5. **Weststar, J.** & Verma, A. (2017). Protector or activist? Consistency and contradiction in labor’s voice on pension boards. In *The Contradictions of Pension Fund Capitalism*. Skerrett, Weststar, Archer & Roberts (Eds.). Labor and Employment Relations Association Research Volume. Ithaca: Cornell University Press.
6. **Weststar, J.** (2013). “Fun Workplaces”. Entry in the Sage Sociology of Work Encyclopedia. Thousand Oaks, CA: Sage Publications, pp. 308-310.
7. **Weststar, J.** (2013). “Computer Programmers”. Entry in the Sage Sociology of Work Encyclopedia. Thousand Oaks, CA: Sage Publications, pp. 109-110.
8. **Weststar, J.** (2011). “A review of women’s experiences of three dimensions of underemployment”. In D. Feldman & D. Maynard (Eds.). *Underemployment: Psychological, Economic and Social Challenges*. New York, NY: Springer Publishing. Chapter Six.
9. **Weststar, J.** (2009). “Staying current in information technology: The role of schooling, formal courses and informal learning” in D. Livingstone (Ed.) *Education and jobs: Exploring the gaps* (pp. 185-210). Toronto, ON: University of Toronto Press.
10. **Weststar, J.** (2009). “All workplace learning is not the same: Effects of job control on learning activities”. In J.-N. Grenier, R. Hebden and J. Rose (Eds.). *Yesterday, Today and Tomorrow in Industrial Relations. Selected Papers from the XLIIIrd/XLIVth Annual CIRA Conferences* (pp. 136-157). Concord, ON: Captus University Publications.

11. **Weststar, J.** & Verma, A. (2008). “Just having it is not enough: Labour’s voice on pension boards”. In J. Quarter, I. Carmichael, and S. Ryan (Eds.). *Pensions at Work: Socially Responsible Investment of Union-Based Pension Funds* (pp. 42-69). Toronto, ON: University of Toronto Press.
12. **Weststar, J.** (2005). Union education, union leadership and union renewal: The role of PEL. In P. Kumar and C. Schenk (Eds.). *Paths to union renewal: The Canadian experience* (pp. 307-322). Peterborough, ON: Broadview Press.

Invited Book Chapters

1. **Weststar, J.** & Legault, M.-J. (2012). Facts and discussion about hours of work in the video game industry. In A. Bracken & N. Guyot, (Eds.). *Cultural perspectives of video games: From designer to player*. Oxford, UK: Interdisciplinary Press.

Non-refereed Knowledge Mobilization

Middle State Publications & Presentations

1. **Weststar, J.** (March, 2024). Panelist for Academic Collegial Governance Workshop. McMaster University Faculty Association. Hamilton, ON.
2. Gordon, K., Whitson, J., **Weststar, J.** and Gouglas, S. (February 11, 2024). The video game industry is booming. Why are there so many layoffs?. *The Conversation*. <https://theconversation.com/the-video-game-industry-is-booming-why-are-there-so-many-layoffs-222685>
3. Spong, S., Hoffmann, K. & **Weststar, J.** (February, 2024). *Summary of UWOFA-LA Collective Agreement 2023-2027*. OCUFA Collective Bargaining Committee Workshop. Toronto, ON.
4. **Weststar, J.** & Tennent, J. (February, 2024). *Impact of budget models on bargaining goals*. OCUFA Collective Bargaining Committee Workshop. Toronto, ON.
5. **Weststar, J.** & Lebo, M. (November, 2023). *Every budget is a choice*. OCUFA Finance Committee Workshop. Toronto, ON.
6. **Weststar, J.** (September, 2023). *Maintaining transparency with the membership through the bargaining process*. OCUFA Collective Bargaining Committee Workshop. Toronto, ON
7. **Weststar, J.** (May, 2023). Overview of contract faculty appointment types at Western. OCUFA Contract Faculty Committee Conference. Toronto, ON (hybrid).
8. **Weststar, J.** (June 21, 2022). Canada’s first video game union shows that labour organizing is on the rise. *The Conversation*. <https://theconversation.com/canadas-first-video-game-union-shows-that-labour-organizing-is-on-the-rise-184827>
9. **Weststar, J.** (October, 2021). Panelist for Talent, Inclusion and Equity Round Table. Spark Animation 2021. Vancouver, Canada (online).
10. **Weststar, J.** (October, 2021). *UWOFA bargaining support structures*. OCUFA Collective Bargaining Committee Workshop. (online).
11. **Weststar, J.** (September 8, 2021). Activision Blizzard's sexual harassment scandal is not a one-off for the gaming industry. *The Conversation*. <https://theconversation.com/activision-blizzards-sexual-harassment-scandal-is-not-a-one-off-for-the-gaming-industry-166729>

12. **Weststar, J.** & Kumar, S. (January 19, 2021). Impact of COVID-19 on working arrangements and work experiences at Western University. *Scholarship at Western*.
https://works.bepress.com/johanna_weststar/39/
13. Peetz, D., **Weststar, J.**, Campbell, S., O'Brady, S., Ramia, I., Ressa, S. Troup, C. & Werth, S. (November 4, 2020). Working from home during COVID-19: What do workers really want? *The Conversation*. <https://theconversation.com/working-from-home-during-covid-19-what-do-employees-really-want-148424>
14. **Weststar, J.** (July, 2019). Panelist at Remaking Game Work Public Forum. Toronto Media Arts Centre. Toronto, ON
15. **Weststar, J.** & Dubois, L.-E. (May, 2019). *Games-as-a-Service: Evaluation and Impact*. Invited presentation Ubisoft Montreal. Montreal, QC.
16. **Weststar, J.** (March, 2019). *UWOFA faculty bargaining retrospective*. CAUT Chief Negotiator's Forum. Ottawa, ON.
17. **Weststar, J.** (2019). Book review of *Research Handbook of Employment Relations in Sport*, edited by M. Barry, J. Skinner and T. Engelberg (2016). *Relations industrielles/Industrial Relations*, 74(1): 202-204.
18. **Weststar, J.** (November, 2018). *Unions in a Nutshell: History, Theory, Examples*. Montreal International Games Summit. Montreal, QC.
19. **Weststar, J.** (August, 2018). *Contradictions of Pension Fund Capitalism*. National Union of Public and General Employees Annual Leadership Development School. The Briars, Jacksons Point, ON.
20. **Weststar, J.** (April, 2018). *Working time and crunch*. Presentation to Ubisoft, Montreal Human Resource Management Team. Montreal, QC.
21. **Weststar, J.** (December 8, 2017). *Building a Positive Culture of Management/Union Relations*. Rotman Senior Leadership Institute. Rotman School of Management, University of Toronto.
22. **Weststar, J.** (November 28, 2017). *A pensioner's Bill of Rights? Examining the role of plan members in pension governance*. Lancaster House Pensions Conference. Toronto, ON
23. O'Meara, V., Gosse, C., Legault, M.-J. & **Weststar, J.** (October 4, 2017). The blame game: How video game workers frame barriers to diversity. *First Person Scholar*.
<http://www.firstpersonscholar.com/the-blame-game/>
24. **Weststar, J.** & Verma, A. (2017). Can labor trustees bring about pension fund socialism? *LERAPerspectives on Work Magazine*. University of Illinois, Champaign, IL: Labour and Employment Relations Association.
25. Legault, M.-J., **Weststar, J.** & Tô, L. (January 18, 2017). A union for videogame developers? *First Person Scholar*. <http://www.firstpersonscholar.com/a-union-for-videogame-developers/>
26. Tô, L., Legault, M.-J. & **Weststar, J.** (October 18, 2016). Unions and workplace representation in the videogame industry. *Gamasutra Blogs*. <http://bit.ly/gamasutraunions>
27. Legault, M.-J. & **Weststar, J.** (October 23, 2015). Working time among video game developers: Trends over 2004-2014. *Gamasutra*. <http://bit.ly/gamasutraworkingtime>

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28. **Weststar, J.** and Legault, M-J. (March, 2015). *Do game developers want a union?* Presented at the Game Developers Conference, San Francisco, CA. <https://www.gdcvault.com/play/1022435/Do-Game-Developers-Want-a>
 29. **Weststar, J.** (September, 2013). *What can people in digital media do to make sure work is available, interesting and around for the long term?* Liberty Village Digital Media Mixer, MediaTech Commons. Toronto, ON.
 30. Legault, M. J. & **Weststar, J.** (January 9, 2013). Are game developers standing up for their rights? *Gamasutra Features*. <http://bit.ly/gamasutragamedevrights>
 31. **Weststar, J.** & M.-J. Legault. (December, 2012). Quality of Life in the Video Game Industry Web Portal and Archive. <http://gameqol.org>
 32. **Weststar, J.** (January, 2011 & March, 2012). Panelist, CAID New Faculty Workshop on Annual Reports and Teaching Dossiers, Saint Mary's University
 33. **Weststar, J.** (2011). Book review of *Intern Nation* (2011) by Ross Perlin. *CAUT Bulletin*, 58(9), November.
 34. **Weststar, J.** (2011). "SMUFU Equity Committee: Calling all Interested Members!" *Saint Mary's University Faculty Union News*, 17(2), 3-4.
 35. **Weststar, J.** (2011). "The Importance of Rank and Step: Departments Need to Get it Right." *Saint Mary's University Faculty Union News*, 17(2), 4-5.
 36. **Weststar, J.** (2011). "Pink Larkin Labour Law Development Day" *Saint Mary's University Faculty Union News*, 17(2), 5-6.
 37. **Weststar, J.** (2011). "Departmental Liaisons" *Saint Mary's University Faculty Union News*, 17(2), 7.
 38. **Weststar, J.** & Crocker, D. (2010). "SMUFU Guidelines for Pregnancy and Parental Leaves".
 39. **Weststar, J.** & Crocker, D. (2010). "Clarifying Pregnancy and Parental Leave Arrangements". *Saint Mary's University Faculty Union News*, 16(1), 6.
 40. **Weststar, J.** (2010). "Renewal, Promotion and Tenure Workshop". *Saint Mary's University Faculty Union News*, 16(1), 5.
 41. **Weststar, J.** (2010). "SMUFU Outreach Committee". *Saint Mary's University Faculty Union News*, 15(1), 6.
 42. **Weststar, J.** (2010). "Promotion Criteria ≠ Tenure Criteria". *Saint Mary's University Faculty Union News*, 15(1), 5-6.
 43. **Weststar, J.** (2009). "Bringing Environmental Sustainability to the Management Classroom." *Social Issues in Management Division of the Academy of Management Newsletter*. Academy of Management Online, Autumn, 2009. <http://sim.aonline.org/SIMnewsletter-Fall2009.pdf>.
 44. **Weststar, J.** (2008). "Mobilizing in an Era of Restructuring: A Report from the CAUT Women's Conference". *Saint Mary's University Faculty Union News*, 14(1), 1-4.
 45. **Weststar, J.** (November, 2004). *The successes and challenges of Paid Education Leave*. Presentation to the Canadian Auto Workers Union National Executive Meeting, Port Elgin, ON.

Industry/Commissioned Reports

1. **Weststar, J.** & Lentini, A. (forthcoming 2024). Developer Satisfaction Survey 2023: Summary Report. International Game Developers Association. <https://igda.org/dss/>
2. Kumar, S., Kwan, E., **Weststar, J.** & Coppins, T. (2022). Developer Satisfaction Survey 2021: Diversity in the game industry report. International Game Developers Association. <https://igda.org/dss/>
3. Sooknanan, V., **Weststar, J.**, Kumar, S., Kwan, E., Inceefe, E., & Coppins, T. (2022). Developer Satisfaction Survey 2021: Diversity in the game industry report LGBTQA2+. International Game Developers Association. <https://igda.org/dss/>
4. Coppins, T., **Weststar, J.**, Kumar, S. & Kwan, E. (2022). Developer Satisfaction Survey 2021: Diversity in the game industry – Regional snapshots. International Game Developers Association. <https://igda.org/dss/>
5. **Weststar, J.**, Kumar, S., Coppins, T, Kwan, E & Inceefe, E. (September 13, 2021). Developer Satisfaction Survey 2021 Summary Report. International Game Developers Association. <https://igda.org/dss/>
6. **Weststar, J.** (July 18, 2021). Developer Satisfaction Survey 2021: Report on the Impact of COVID-19. International Game Developers Association. <https://igda.org/dss/>
7. **Weststar, J.** & Kumar, S. (November 18, 2020). Developer Satisfaction Survey 2019 Industry Trends and Future Outlook Report. International Game Developers' Association. <https://igda.org/dss/>
8. **Weststar, J.**, Kwan, E. & Kumar, S. (November 20, 2019). Developer Satisfaction Survey 2019 Summary Report. International Game Developers' Association. <https://igda.org/dss/>
9. **Weststar, J.**, O'Meara, V. & Legault, M.-J. (February 12, 2018). Developer Satisfaction Survey 2015 & 2016 Employment Report. International Game Developers Association. <https://igda.org/dss/>
10. **Weststar, J.**, O'Meara, V. & Legault, M.-J. (January 8, 2018). Developer Satisfaction Survey 2017 Summary Report. International Game Developers Association. <https://igda.org/dss/>
11. **Weststar, J.**, O'Meara, V., Gosse, C. & Legault, M.-J. (August, 2017). Diversity among videogame developers: 2004-2015. <http://www.gameqol.org/igda-qol-survey/>
12. **Weststar, J.** & Legault, M.-J. (November 4, 2016). Developer Satisfaction Survey 2016 Summary Report. <https://igda.org/dss/>
13. **Weststar, J.**, Legault, M.-J., Gosse, C. & O'Meara, V. (September, 2016). Developer Satisfaction Survey 2014 & 2015: Diversity in the game industry report. International Game Developers Association. <https://igda.org/dss/>
14. Tô, L., Legault, M.-J. & **Weststar, J.** (August, 2016). Collective action and representation gap among videogame developers, 2004-2014: Summary Report. <http://www.gameqol.org/igda-qol-survey/>
15. **Weststar, J.** & Andrei-Gedja, M. (2016). 2015 Developer Satisfaction Survey: Industry Trends and Future Outlook Report. International Game Developers Association. <https://igda.org/dss/>
16. Legault, M.-J. & **Weststar, J.** (2015). Working time among video game developers 2004-2014: Summary Report. <http://www.gameqol.org/igda-qol-survey/>

17. **Weststar, J.** and Legault, M.-J. (2015). 2015 Developer Satisfaction Survey: Summary Report. International Game Developers Association. <https://igda.org/dss/>
18. **Weststar, J.** and Legault, M.-J. (2015). 2014 Developer Satisfaction Survey: Employment Report. International Game Developers Association. <https://igda.org/dss/>
19. **Weststar, J.** & Andrei-Gedja, M. (2015). 2014 Developer Satisfaction Survey Report: Industry Trends and Future Outlook Report. International Game Developers Association. <https://igda.org/dss/>
20. Edwards, K., **Weststar, J.**, Meloni, W., Pearce, C. and Legault, M.-J. (2014). 2014 Developer Satisfaction Survey: Summary Report. International Game Developers Association. <https://igda.org/dss/>
21. **Weststar, J.** (October, 2013). *Fiduciary duty – A legal shield for corporate capitalism?* As part of the Pension Funds, Unions, and Working Class Strategies workshop series. Centre for Social Justice, Toronto, ON. <http://www.socialistproject.ca/leftstreamed/ls190.php>
22. Legault, M.-J. & **Weststar, J.** (October 2012). “More than the numbers: Independent Analysis of the IGDA 2009 Quality of Life Survey.” <http://www.gameqol.org/igda-qol-survey/>

Academic Conference Papers/Presentations

Refereed

1. Peetz, D., Preston, A., Walsworth, S. & **Weststar, J.** (May 2023), COVID-19 and the Gender Gap in Research Productivity: Understanding the Effect of Having Primary Responsibility for the Care of Children. Canadian Industrial Relations Association, Toronto, ON
2. **Weststar, J.** & Legault, M.-J. (May, 2023). Project-based Workplaces and the New Citizenship at Work: The Case of Videogame Developers. Canadian Industrial Relations Association, Toronto, ON
3. Kwan, E. & **Weststar, J.** (May, 2023). What do mentees see as inclusive mentorship for work? Canadian Industrial Relations Association, Toronto, ON
4. Coles, A., **Weststar, J.** & Woodcock. (October, 2022). Game worker organizing. CRIMT International Conference: Actor Resilience and the Power of Experimentation. Montréal, QC.
5. Campbell, S., Pike, K., Walsworth, S. & **Weststar, J.** (May, 2022). COVID, care and control: Gendered labour, worker control and identity in times of upheaval. Canadian Industrial Relations Association, Kingston, ON
6. Walsworth, S., Preston, A., **Weststar, J.** & Peetz, D. (May, 2022). Estimating the cultural and structural dimensions of gender inequity: An analysis of Canadian and Australian academics during the pandemic. Canadian Industrial Relations Association, Kingston, ON
7. Peetz, D., Baird, M., Banerjee, R. Barkiw, T., Campbell, S., Charlesworth, S., Cooper, R., Foster, J., Galea, N., de la Harpe, B., Leighton, C., Lynch, B. Pike, K., Preston, A., Ramia, I., Ressia, S., Samani, M., Southey, K., Strachan, G., To, M. Troup, C., Walsworth, S., Werth, S. & **Weststar, J.** (June, 2021). Sustained knowledge work amongst academics: Gender and working from home during the COVID-19 pandemic. International Labour and Employment Relations Association, Lund, Sweden (online)

8. **Weststar, J.**, Coles, A., Gosse, C., O'Meara, V. & Redden, C. (June, 2021). Not on the same page: Gendered attribution of the 'gender problem' in the digital game industry. Canadian Game Studies Association, Edmonton, Alberta (online)
9. **Weststar, J.** & Dubois, L-E. (June, 2021). Just work harder: The impact of adopting a servitization model in digital game development. Canadian Association of Work and Labour Studies. Edmonton, AB (online)
10. Peetz, D., O'Brady, S., **Weststar, J.** Coles, C. Baird, M., Cooper, R., Charlesworth, S., Pyman, A., Ressia, S., Strachan, G. & Troup, C. (June, 2021). Contradictions of control and austerity in Australian and Canadian universities during COVID-19. Labor and Employment Relations Association (online)
11. Walsworth, S., O'Brady, S., **Weststar, J.**, Campbell, S. & Banerjee, R. (May, 2021) Canadian Industrial Relations Association Annual Meeting, Québec City, Québec (online)
12. **Weststar, J.** & Dubois, L-E. (July, 2020). *The case of 'live' video game development: Institutional experimentation for better work?* Society for the Advancement of Socio-Economics (SASE), Amsterdam, The Netherlands (online).
13. Coppins, T. & **Weststar, J.** (July, 2020). *What about my occupation? A multi foci view of workplace identification and pro-organizational unethical behaviour.* European Group for Organisational Studies (EGOS), Hamburg, Germany (online).
14. **Weststar, J.** (June, 2020). *Core principles, contemporary examples and hands-on work: Teaching strategies for making IR relevant.* ILERA Regional Congress of the Americas. Toronto, Canada (online).
15. **Weststar, J.**, Coles, A. O'Meara, V & Gosse, C. (June, 2020). *The blame game: Male attribution of the 'diversity problem' in the digital game industry.* ILERA Regional Congress of the Americas, Toronto, Canada (online).
16. **Weststar, J.** & Legault, M.-J. (June, 2019). *Towards new collective action models for the international videogame industry.* Canadian Industrial Relations Association Annual Meeting, Vancouver, BC.
17. **Weststar, J.** & Dubois, L.-E. (October, 2018). *Digital affordance and internal restructuring: What does "Games as a Service" mean for the organization of work in the digital game industry?* CRIMT International Conference. Montreal, QC.
18. Legault, M.-J. & **Weststar, J.** (October, 2018). *The challenge of collective action among videogame developers.* CRIMT International Conference. Montreal, QC.
19. Legault, M.-J. & **Weststar, J.** (May, 2018). *Seeking fairness: Challenges of discretionary decision-making in the videogame industry.* Canadian Industrial Relations Association Annual Meeting, Montreal, QC.
20. **Weststar, J.** & Legault, M.-J. (October, 2017). *Project management regimes as a driver of working time.* Presented at the 9th ILERA Regional Congress of the Americas. Buenos Aires, Argentina.
21. Legault, M.-J. & **Weststar, J.** (June, 2017). *Collective action and representation gap among videogame developers in the North American context.* Presented at the 2017 Canadian Industrial Relations Association Annual Meeting, Toronto, ON.

22. **Weststar, J.** & Legault, M.-J. (March, 2017). *Videogame developers among “extreme” workers: Interrogating the driver of project management regimes*. International Conference on Working Time. University of Graz, Austria.
23. **Weststar, J.** & Legault, M.-J. (Sept, 2016). *Examining the collective action and representation gap among videogame developers in the North American context*. Presented at the 11th ILERA European Regional Congress. Milan, Italy.
24. **Weststar, J.** & Legault, M.-J. (May, 2016). *Women and the game development career path*. Presented at the 2016 Canadian Industrial Relations Association Annual Meeting, Saskatoon, SK.
25. Legault, M. J. & **Weststar, J.** (May, 2016). *Videogame developers among “extreme” workers: Are death marches over?* Presented at the 2016 Canadian Industrial Relations Association Annual Meeting, Saskatoon, SK.
26. **Weststar, J.** & Verma, A. (May, 2016). *Aspirations and Realities of Labour in Pension Fund Governance: Is There a Labour Voice?* Presented at the Labor and Employment Relations Association Annual Meeting, Minneapolis, MN.
27. Campbell, S. & **Weststar, J.** (May, 2015). *The impact of labour relations representatives on the industrial relations climate of organizations*. Presented at the 2015 Canadian Industrial Relations Association Annual Meeting, Montreal, QC.
28. Asif, A. & **Weststar, J.** (May, 2015). *Police record check use in hiring practices: Implications for human resource policy and practice*. Presented at the 2015 Canadian Industrial Relations Association Annual Meeting, Montreal, QC.
29. Sayce, S., Verma, A. & **Weststar, J.** (May, 2015). *Diversity, expertise and pension trusteeship: A million dollar question?* Accepted at the 2015 International CRIMT Conference, Montreal, QC
30. Peticca-Harris, A., **Weststar, J.** & McKenna, S. (Aug, 2014). *Capital’s circuit of control: A dialogical analysis of work intensification*. Presented at the Academy of Management Conference, Philadelphia, PA.
31. **Weststar, J.** & Campbell, S. (May, 2014). *The impact of labour relations representatives on the industrial relations climates of organizations*. Presented at the Canadian Industrial Relations Association (CIRA) Annual Conference, St. Catharines, ON.
32. Legault, M.-J. & **Weststar, J.** (May, 2014). *Aren’t knowledge workers safe from any work citizenship deficit?* Presented at the 2014 International CRIMT Conference: New Frontiers for Citizenship at Work, Montreal, QC.
33. **Weststar, J.** Peticca-Harris, A. & McKenna, S. (July, 2013). *De-normalized intensity: Extreme work and the video game industry*. Presented at the Critical Management Studies Conference, Manchester, UK.
34. Lee, B., Wang, J., & **Weststar, J.** (June, 2013). *Satisfying employee preferences for work hours can improve firm outcomes*. Poster at 65th Annual Meeting of the Labor and Employment Relations Association (LERA), St. Louis, MO.
35. Legault, M.-J. & **Weststar, J.** (June, 2013). *IGDA’s Quality of Life survey 2009: Working @ the edge!* Presented at the Canadian Game Studies Association Annual Meeting. Victoria, BC.

36. **Weststar, J.** & Hurry, C. (May 2013). *Out of the coffee shop and into the...coworking space?* Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting. Toronto, ON.
37. **Weststar, J.** & Legault, M-J. (May, 2013). *Why might a video game developer join a union?* Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting. Toronto, ON.
38. **Weststar, J.** (October, 2012). *Discussant*. In L. Haiven (Chair). *Work and Workers in the Creative Economy II: Cultural Labour and Social Citizenship: Problems, Policies and Prospects*. At CRIMT International Conference – Union Futures: Innovations, Transformations, Strategies. Montreal, QC.
39. **Weststar, J.** (October, 2012). *Labour's voice in pension capital roundtable*. At CRIMT International Conference – Union Futures: Innovations, Transformations, Strategies. Montreal, QC.
40. Coles, A., **Weststar, J.** & Legault, M-J. (October, 2012). *Women's experiences in the screen-based industries: Examining the pipeline*. Presented at CRIMT International Conference – Union Futures: Innovations, Transformations, Strategies. Montreal, QC.
41. **Weststar, J.** & Legault, M-J. (July, 2012). *Facts and discussion about hours of work in the videogame industry*. Presented at Video Game Cultures and the Future of Interactive Entertainment, 4th Global Conference. Oxford, UK.
42. **Weststar, J.**, Peticca-Harris, A., & McKenna, S. (May, 2012). *Blogs and tweets as sources of resistance in the videogame industry*. Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting. University of Calgary, AB.
43. **Weststar, J.** (January, 2012). *Occupational community: Opportunity or threat to collective action among video game developers?* In D. Marschall (Chair). *Employment Relations and Alternative Organizing Strategies for Workers in High-Tech Occupations*. Symposium paper presented at the Labor and Employment Relations Association (LERA), Chicago, IL.
44. Weigand, H. & **Weststar, J.** (September, 2011). *Building self-efficacy in underserved youth through learning goal Development*. Presented at the Atlantic Schools of Business Conference, Charlottetown, PEI.
45. **Weststar, J.** (June, 2011). *Negotiating away their rights: Faculty experiences with parental leave arrangements*. Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting. University of New Brunswick, Fredericton, NB.
46. Legault, M-J. & **Weststar, J.** (October, 2010). *Is the notion of 'representation' relevant in the regulation game of video game developers?* Presented at Challenges of Work and Workers in the Knowledge Economy, Saint Mary's University, Halifax, NS.
47. **Weststar, J.** (October, 2010). *Desires, obligations and rights: A cautionary tale about parental leaves in academia*. Presented at Challenges of Work and Workers in the Knowledge Economy, Saint Mary's University, Halifax, NS.
48. **Weststar, J.** (June, 2010). *Occupational community as a barrier to traditional forms of representation: A study of video game developers*. In L. Haiven (Chair), *Cultural labour and its collective interest representation*. Symposium paper presented at the Canadian Industrial Relations Association Annual Meeting (CIRA), Université Laval, Québec City, QC.
49. **Weststar, J.** (June, 2009). *Workplace level solutions to underemployment: A look at job control*. In J. Weststar (Chair), *Utilizing knowledge in the new economy: A focus on underemployment*. Symposium at the Administrative Sciences Association of Canada (ASAC) Conference, Niagara Falls, ON.

50. **Weststar, J.** (May, 2009). *Do occupational communities foster xenophobia among video game developers?* Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting, Université du Québec en Outaouais, Gatineau, QC.
51. **Weststar, J.** (May, 2009). *What is Happening to OUR Work? Take Some Time to Think About your Job in Academia.* Poster presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting, Université du Québec en Outaouais, Gatineau, QC.
52. **Weststar, J.** Melenchuk, M. & Nowak, E. (Jan., 2009). *How labor relations officers impact labor climate.* Abstract in *Proceedings of the 61th Annual Meeting.* Labor and Employment Relations Association (LERA), San Francisco, CA.
53. **Weststar, J.** (June, 2008). *Quality of life and human resource issues in the video game industry.* Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting, University of British Columbia, Vancouver, BC.
54. Verma, A. & **Weststar, J.** (May, 2008). *Are labour trustees marginalized on pension boards?* *Conference Proceedings*, Administrative Sciences Association of Canada, Halifax, NS.
55. **Weststar, J.** (January, 2007). *Too much of a good thing? Applying education on-the-job in information Technology.* Abstract in *Proceedings of the 59th Annual Meeting.* Labor and Employment Relations Association (LERA), Chicago, IL.
56. **Weststar, J.** (June, 2007). *Underemployment in information technology.* Presented at the Canadian Industrial Relations Association (CIRA) Annual Meeting, Montreal, QC.
57. **Weststar, J.** (June, 2006). *The role of formal schooling, formal courses and informal learning in staying current in information technology.* Presented at Canadian Industrial Relations Association (CIRA) Annual Meeting. York University, Toronto, ON.
58. **Weststar, J.** (June, 2006). *All workplace learning is not the same: The effect of job control on learning activity.* Presented at Canadian Industrial Relations Association (CIRA) Annual Meeting, York University, Toronto, ON.
59. **Weststar, J.** (October, 2006). *Give me the room to learn: The relationship between job control and work-related learning.* Presented at New Voices in Labour Studies, Trent University, Peterborough, ON.
60. **Weststar, J.** (June, 2005). *Effective labour representation on pension boards.* Presented at Canadian Industrial Relations Association (CIRA) Annual Meeting, Western University, London, ON.
61. **Weststar, J.** (November, 2004). *Union education, leadership and renewal: Evidence from Paid Education Leave.* Presented CRIMT International Colloquium on Union Renewal, Montreal, QC.

Invited

1. Gordon, K., Gouglas, S., Harvey, A., Sooknanan, V., **Weststar, J.**, and Whitson, J. (October, 2023). *Building equitable and sustainable game development education.* Workshop at the University of Waterloo Games Institute. Waterloo, ON.

2. **Weststar, J.** (May, 2023). Author meets critics panel for Canadian Labour Policy and Politics, John Peters and Don Wells (Eds.). Canadian Association of Work and Labour Studies Conference. Toronto, ON.
3. **Weststar, J.** (February, 2022). *Using all the tools: Worker organizing in the video game industry*. 2nd Instituto Latinoamericano del Derecho del Trabajo (Itras) World Congress. Mexico (online).
4. Walsworth, S. & **Weststar, J.** (December, 2021). *Determinants of research productivity during the pandemic. Empirical evidence from Canada and Australia*. Edwards School of Business Research Seminar. University of Saskatchewan (online).
5. **Weststar, J.**, Dubois, L.-E. & Coppins, T. (October, 2021). *It's a mindset: Experimenting with servitization in the digital game industry*. CRIMT Partnership Project on Experimentation for Better Work. Montreal, QC (online).
6. **Weststar, J.** (September, 2021). Panelist for Game Production Studies Meetup: Current Issues and Methods. Centre of Excellence in Game Culture Studies. Finland (online).
7. **Weststar, J.** (June, 2021). Panelist for CRIMT Doctoral Days. CRIMT Research Network. (online).
8. **Weststar, J.** & Legault, M.-J. (December, 2020). *Who rules the working game? Citizenship at work in videogame studios*. Researching game-making: Skills, cultures and politics workshop. Queensland University of Technology, Australia (online).
9. **Weststar, J.** & Dubois, L.-E. (December, 2020). *From crunch to grind: Adopting a servitization model within extreme working time regimes*. Researching game-making: Skills, cultures and politics workshop. Queensland University of Technology, Australia (online).
10. **Weststar, J.** (June, 2019). Panelist for the Doctoral Consortium: Women in Academia. Canadian Industrial Relations Association Annual Meeting, Vancouver, BC.
11. **Weststar, J.** (October, 2018). Panelist for the CRIMT Doctoral School discussion about the academic job market. CRIMT International Conference. Montreal, QC.
12. Legault, M.-J. & **Weststar, J.** (October, 2018). *What do Wayne Gretzky and Shigeru Miyamoto have in common? Examining some original inspirations in collective action to meet the needs of videogame developers*. CRIMT Workshop on Unions and Regions. Montreal, QC.
13. **Weststar, J.** (September, 2016). Discussant to keynote presentation by Andrew Pendleton. Presented at the 11th ILERA European Regional Congress. Milan, Italy.
14. **Weststar, J.** (May, 2016). *Pension Boards: Fostering a Climate that is Conducive to Progress on Responsible Investment*. SHARE Roundtable – Barriers and Opportunities to the Integration of Responsible Investment by Pension Boards. Vancouver, BC.
15. **Weststar, J.** (January, 2016). *Aspirations and Realities of Labour in Pension Fund Governance: Is There a Labour Voice?* Presented at Pension Funds in the Era of Financialized Capitalism: A Critical Appraisal. Comparative Research in Law and Political Economy Forum. Toronto, ON.
16. **Weststar, J.** (April, 2015). *The aspirations and realities of labour in pension fund governance*. Presented at the Centre for Sustainable Organizations and Work, RMIT, Melbourne, Australia

17. **Weststar, J.** (November, 2013). *Labour's voice in pension capital: It's not easy being green...or anything different for that matter*. In C. Roberts (Chair), *Workers' Capital and Pension-Fund Environmentalism: Strategy, Contradictions, Politics*. At Work in a Warming World, Toronto, ON.
18. **Weststar, J. & Verma, A.** (May, 2013). *Do trustee 'hats' impact participation and decision-making at the pension board table?* In S. Smith (Chair), *The Pitfalls and Promise of Pension Board Decision-Making*. At Eleventh Annual Pensions and Capital Stewardship Conference, Harvard Law School, Cambridge, MA.
19. **Weststar, J.** (March, 2013) Guest Lecturer, MIT 1200 - Media in Society (1st year), Faculty of Information and Media Studies, Western University
20. **Weststar, J.** (November, 2012). *Important questions about pension board trusteeship: Thoughts from the field*. At The Future of Pension Sustainability in Canada, Centre for Labour Management Relations, Ryerson University Toronto, ON.
21. **Weststar, J. & Verma, A.** (May, 2007). *Trustee effectiveness: The need for strategic choices*. At Capital Matters: Managing Labor's Capital, Harvard Law School, Cambridge, MA.
22. **Weststar, J. & Verma, A.** (October, 2006). *Union strategies toward pension fund representation*. Presented at Pensions at Work Conference, Ontario Institute for Studies in Education/University of Toronto, Toronto, ON.
23. **Weststar, J.** (June, 2006). *Education and job requirement matching in the information technology sector*. Presented at the Work and Lifelong Learning Conference, Ontario Institute for Studies in Education/University of Toronto, Toronto, ON.
24. **Weststar, J. & Verma, A.** (October, 2005). *Labour's voice in labour's capital: Preliminary results from a survey of labour representatives on pension boards*. Presented at Pensions at Work Conference, Ontario Institute for Studies in Education/University of Toronto, Toronto, ON.
25. **Weststar, J. & Verma, A.** (October, 2004) *The role of labour representation on pension funds*. Presented at Pensions at Work Conference, Winnipeg, MB.

Other Publications

1. UWOFA Policy & Governance Committee. (2023-24). *Appointment Term and Duties of UWOFA Representatives and Observers Policy, By-law 1 - General, By-law 5 – Faculty Stewards Council, Conflict of Interest Policy, Donations and Gifts Policy, Faculty Stewards Policy, Grievance and Member Services Policy, Land Acknowledgement Statement Policy, Negotiations Policy*. University of Western Ontario Faculty Association. <http://uwofa.ca>
2. UWOFA Bargaining Team. (2023). University of Western Ontario Librarians & Archivists Collective Agreement. University of Western Ontario Faculty Association. <http://uwofa.ca>
3. UWOFA Bargaining Team. (2022). University of Western Ontario Faculty Collective Agreement. University of Western Ontario Faculty Association. <http://uwofa.ca>
4. UWOFA Bargaining Team. (2019). University of Western Ontario Librarians and Archivists Collective Agreement. University of Western Ontario Faculty Association. <http://uwofa.ca>
5. UWOFA Bargaining Team. (2018). University of Western Ontario Faculty Collective Agreement. University of Western Ontario Faculty Association. <http://uwofa.ca>

6. Jones, E. & Weststar, J. (2006). 24 hour party people: A journey to the land of the midnight sun. *UKULA Travel*. <http://ukula.com/TorontoArticle.aspx?SectionID=5&ObjectID=2063>.

TEACHING EXPERIENCE

Courses Taught

Project Management (Masters)	Western University
Training & Development (4 th /3 rd year)	Saint Mary's University & Western
Industrial Relations (3 rd year)	Saint Mary's University & Western
The Logic of Collective Action (PhD)	Saint Mary's University (co-taught)
The Nature of Management Research (PhD)	Saint Mary's University
Voices of Work, Resistance & Change (1 st year)	McMaster University
Human Resource Management (2 nd year)	U of T at Mississauga

Undergraduate and Graduate Supervision

2023 – present	Supervisor , MSc Thesis, I/O Psychology, Western University <ul style="list-style-type: none"> Jessica Baer
2022 – present	Advisory Committee , MSc Thesis, I/O Psychology, Western University <ul style="list-style-type: none"> Carly Lundale
2022 – 2023	Supervisory Committee , MSc Thesis, I/O Psychology, Western University <ul style="list-style-type: none"> Talib Karamally
2022 – present	Supervisory Committee , PhD Thesis, Social Psychology, Western University <ul style="list-style-type: none"> Clara Stafford
2021– 2023	Supervisor , MSc Thesis, I/O Psychology, Western University <ul style="list-style-type: none"> Vishal Sooknanan
2020 – present	Supervisor , PhD Thesis, I/O Psychology, Western University <ul style="list-style-type: none"> Shruti Kumar
2019 – 2024	Supervisor , PhD Thesis, I/O Psychology, Western University <ul style="list-style-type: none"> T. Eva Kwan Trevor Coppins – “The Measurement and Profile Analysis of Cognitive Multidimensional Workplace Identification”
2018 – 2020	Supervisor , MSc Thesis, I/O Psychology, Western University <ul style="list-style-type: none"> Shruti Kumar – “The motherhood penalty: Not so Black and White”
2017 – 2019	Supervisor , MSc Theses, I/O Psychology, Western University <ul style="list-style-type: none"> T. Eva Kwan – “Double jeopardy: What is the effect of mentorship and diversity-valuing on perceived competence?” Trevor Coppins – “Not in my occupation: An examination of occupational identification and unethical pro-organizational behavior”
2017 – 2018	Supervisor , Undergraduate Thesis, DAN Department of Management and Organizational Studies, Western University

- Kate Holmes – “Perceptions of wellness programs and organizational commitment”
- 2013 – 2014 **Supervisor**, Undergraduate Thesis, DAN Department of Management and Organizational Studies, Western University
 - Arshia Asif – “Police Record Check Use in Hiring Practices: Implications for Policy and Practice”
- 2011 – 2012 **Supervisor**, Masters Research Project, MBA Program, Sobey School of Business, Saint Mary’s University
 - Christopher Hurry - “Coworking: A Case Study of The HUB-Halifax”
- 2010 – 2012 **Supervisor**, Directed Study, PhD Program, Sobey School of Business, Saint Mary’s University
 - Heidi Weigand - “Training and learning motivation among at-risk youth”
- 2009 – 2010 **Thesis Supervisory Committee**, PhD Program Sobey School of Business, Saint Mary’s University
 - Shelagh Campbell - “Continental drift in the legal profession: The struggle for collective bargaining by crown prosecutors in Nova Scotia”
- 2009 – 2010 **Supervisor**, Masters Research Project, MBA Program, Sobey School of Business, Saint Mary’s University
 - Tracy Gaudet - “Change management: Vision in action”
- 2009 **Supervisor**, Masters Research Project, MBA Program, Sobey School of Business, Saint Mary’s University
 - Tina Munroe - “Attendance management among teachers”
- 2008 – 2009 **Supervisor**, Masters Research Project, MBA Program, Sobey School of Business, Saint Mary’s University
 - Michael Melenchuk and Erik Nowak - “Impacting labour climate: How labour relations officers impact labour climate in the workplace”
- 2008 **Supervisor**, Directed Study, MBA Program, Sobey School of Business, Saint Mary’s University
 - Mia Johnson - “A study and literature review of grievances”

SERVICE

Administrative Leadership

- 2023 – present **Vice President**, UWOFA
- 2023 – present **Chair**, Policy and Governance Committee (UWOFA)
- 2023 **Canadian Labour International Film Festival Location Co-Coordinator**, Western University, London ON
- 2022 – 2024 **Chief Negotiator**, Librarian & Archivists Unit, UWOFA
- 2021 – 2023 **Chair**, Collective Bargaining Committee, Ontario Confederation of University Faculty Associations (OCUFA)

2021 – 2022	Chair , Collective Bargaining Committee, University of Western Ontario Faculty Association (UWOFA)
2021 – 2023	Ex-Officio Member , OCUFA Executive Committee
2021 – 2023	Ex-Officio Member , OCUFA Board
2021 – 2023	Deputy Chief Negotiator, Faculty Unit , UWOFA
2019 – 2020	Local Area Coordinator , Canadian Association of Work and Labour Studies Conference, Congress of the Social Sciences and Humanities
2019 – 2020	Co-Chair , UWOFA & Western University Joint Committee
2017 – 2020	Co-Chair , 10 th Regional Congress of the Americas, International Labour and Relations Association (ILERA)
2018 – 2019	Chief Negotiator, Librarians & Archivists Unit , UWOFA
2018 – present	President , <i>Relations Industrielles/Industrial Relations</i> Editorial Committee
2018 – present	Executive Committee Member , International Labour and Employment Relations Association (ILERA), Geneva
2018 – present	Co-Chair , Directors Forum for Academic Programs in Work and Employment
2016 – 2018	Past-President , Canadian Industrial Relations Association
2017	Canadian Labour International Film Festival Location Coordinator , Western University, London ON
2017 – 2019	Deputy Chief Negotiator, Faculty Unit , UWOFA
2017 – 2018	Editorial Board Member , <i>Relations Industrielles/Industrial Relations</i>
2017 – 2018	Chair , Collective Bargaining Committee, UWOFA
2016	Canadian Labour International Film Festival Location Coordinator , Western University, London, ON
2015 – 2018	Chair , UWOFA Pensions & Benefits Committee
2014 – 2016	President , Canadian Industrial Relations Association
2013 – 2014	Conference Chair , Canadian Industrial Relations Association Annual Meeting, Brock University, May 2014
2013 – 2014	President-Elect , Canadian Industrial Relations Association Executive
2011 – 2012	Program Chair , 49th Canadian Industrial Relations Association Annual Meeting and Conference – University of Calgary, May 28-30, 2012
2009 – 2010	Co-Organizer , “Challenges of Work and Workers in the Knowledge Economy” Conference – Saint Mary’s University, October 29-31, 2010

Examiner Roles and Expert Service

On-going / ad hoc	Reviewer: various grant competitions (e.g., SSHRC, SSHRC CGSM, Mitacs), journals, academic conferences, and textbooks
On-going / ad hoc	External Referee: various promotion and tenure files

On-going / ad hoc	External Examiner: Student Theses Grenoble École de Management, France <ul style="list-style-type: none"> July 2020: Helen Park, DBA viva voce
On-going / ad hoc	University Examiner: Student Theses Ivey School of Business, Western University <ul style="list-style-type: none"> March 2021: Mirit Grabarski, PhD thesis November 2017: Maya Kumar, PhD thesis July 2016: Duckjung Shin, PhD thesis Faculty of Information and Media Studies, Western University <ul style="list-style-type: none"> February 2021: Chandell Gosse, PhD thesis May 2020: Andrew Braun, MA thesis April 2016: Grant Hawkins, MA thesis October 2016: Chandell Gosse, PhD comprehensive exam June 2015: Michael Schmalz, PhD thesis Department of Geography, Western University <ul style="list-style-type: none"> August 2020: Grant Morin, PhD thesis Department of Sociology, Western University <ul style="list-style-type: none"> June 2022: Emily Orr, MA thesis November 2018: Brendan Watts, PhD thesis Department of Psychology, Western University <ul style="list-style-type: none"> December 2015: Travis Schneider, PhD thesis August 2015: Kabir Daljeet, MSc thesis August 2013: Aaron Halliday, MSc thesis
On-going / ad hoc	Departmental Examiner: Student Theses Department of Psychology, Western University <ul style="list-style-type: none"> July 2023: Talib Karamally, MSc thesis July 2021: Jocelyn Brown, MSc thesis June 2021: Zhou Li, MSc thesis
2022 & 2023	Member, Lorimer Award Selection Committee , Ontario Confederation of University Faculty Associations (OCUFA), Toronto
2021-22	Member , Canadian Association of Work and Labour Studies (CAWLS) Prize Committee
2019 – present	Trainer , Collective Bargaining Workshops, Canadian Association of University Teachers
2019 – 2023	Member , Honours Bachelor of Commerce Degrees Advisory Committee, Fanshawe College
2019	External Reviewer , Bachelor of Human Resources and Labour Relations Program Review, Athabasca University
2008 & 2015	Item Writer , Human Resource Professionals Association National Exam: Labour and Employment Relations
Mar 9, 2013	Judge , Millennium Research Group case competition, Western University

- Nov 11, 2012 **Judge**, DAN Department of Management and Organizational Studies student case competition finals, Western University
- 2012 **Invited Panel Moderator**, Conference on Precarious Work in the Cultural Sector, Centre for Labour and Management Relations, Ryerson University

Internal Service/Committee Work

- On-going / ad hoc **Various roles**, Social Science Convocation, Western University
- 2019 – 2020 **Social Science Affiliate Member**, Department Committee, Department of Women's Studies and Feminist Research, Western University
- 2017-2019 **Social Science Representative**, Arts & Humanities Faculty Council, Western University
- 2015 – present **Departmental Co-representative**, Non-medical Research Ethics Board, Western University
- Various **Promotion and Tenure Committee Member, Western University**
- 2019-22: School of Dentistry, Western University
 - 2018-21: Department of Philosophy, Western University
 - 2017-20; 2022-23 (alt): DAN Department of Management & Organizational Studies
- Various **Committee Member**, DAN Management & Organizational Studies
- 2022-23: Advisory Committee
 - 2014-15; 2019-20, 2022-24: Workload Committee
 - 2019-20; 2021-23: Annual Performance Evaluation Committee
 - 2017-19; 2023-24: Chair Selection Committee
 - 2015-17: Dancap Private Equity Faculty Research Awards Committee
 - 2015-20: Appointments Committee
 - 2014-15: Graduate Program Task Force
 - 2013-15: Undergraduate Curriculum Review Committee
- Various **University of Western Ontario Faculty Association (UWOFA)**
- 2019-20, 2023-present: Ex-Officio Member, Grievance Committee
 - 2023-present: Member, Joint Committee
 - 2023-present: Senate Representative (non-voting)
 - 2017-20: Social Science Representative, Board of Directors
 - 2015-present: Member, Pensions & Benefits Committee
 - 2013-18: Department Representative

External Service/Committee Work

- 2018 – 2023 **Collective Bargaining Committee Member**, Ontario Confederation of University Faculty Associations (OCUFA), Toronto
- 2014 – 2016 **UWOFA Representative**, Jointly Sponsored Pension Plan Project for Ontario university sector Plenary Body and OCUFA Working Group

- 2010 – 2011 **Program Committee Member**, 48th Canadian Industrial Relations Association Annual Meeting and Conference – University of New Brunswick, June 2-4, 2011.
- 2010 **Organizing Committee**, Arts and Science Programme 30th Anniversary Reunion, McMaster University, Hamilton, ON
- 2009 – present **Mentor**, Centre for Industrial Relations and Human Resources Mentorship Program, University of Toronto, Toronto, ON

SELECT PROFESSIONAL DEVELOPMENT

- 2022 & 2023 **Organizing for Power Training**, Core Fundamentals, Rosa Luxemburg Foundation
- Sept 2019 **Research Western Conference**, Western University
- 2017 – present **Collective Bargaining Committee meetings**, Ontario Confederation of University Faculty Associations (OCUFA), Toronto, ON
- 2016 – 2018 **French as a Second Language**: Beginner 1, 2, 3, Intermediate 1, 2. College Boréal, London ON
- 2018 – present **Chief Negotiators Forum**, Canadian Association of University Teachers, (CAUT), Ottawa, ON
- Aug 30, 2016 **Fall Perspectives on Teaching Conference**, Teaching Support Centre, Western University
- Sept 2, 2015 **Fall Perspectives on Teaching Conference**, Teaching Support Centre, Western University
- May 13, 2015 **Spring Perspectives on Teaching Conference**, Teaching Support Centre, Western University
- Mar 7, 2015 **Publish & Flourish**, Teaching Support Centre, Western University
- Feb 26, 2014 **Writing Multiple Choice Questions Workshop**, Teaching Support Centre, Western University
- Mar 20-22, 2013 **Project Management Certificate**, Chartered General Accountants of Ontario, Toronto, ON
- Nov-Dec, 2012 **Faculty Professional Development Series for Community Service Learning**, Student Success Centre, Western University
- Aug 24, 2012 **Fall Perspectives on Teaching Conference**, Teaching Support Centre, Western University
- Aug 29, 2011 **The Slow Professor**, Centre for Academic and Instructional Development Workshop, Saint Mary's University

SELECT MEDIA APPEARANCES

Apr 25, 2024	The Indicator for Planet Money, NPR (Wailin Wong) “Work. Crunch. Repeat: Why gaming demands so much of its employees”
Jan 24, 2023	New York Times (article by German Lopez) “Unions and Video Games”
Dec 5, 2022	New York Times (article by Noam Scheiber and Kellen Browning) “Video Game Workers at Microsoft and Activision Take Steps to Unionize”
May 23, 2022	New York Times (article by Kellen Browning) “A vote by Activision workers could give unions a foothold in gaming”
May 9, 2022	CBC News (article by Stephen David Cook) “Edmonton quality assurance testers pioneer video game union drive in Canada”
May 1, 2021	The Monitor (article by Kevin Philipupillai) “Alphabet workers go wall-to-wall”
Mar 24, 2021	Washington Post (article by Michael Thomsen) “Why is the games industry so burdened by crunch? It starts with labor laws”
Feb 26, 2021	Darts & Letters podcast - Episode 13; Boss Battles https://www.dartsandletters.ca/2021/02/
Nov 6, 2020	Global News Radio CKNW - Vancouver, BC Re: Homeworking during COVID-19
Aug 5, 2019	Research featured on Netflix’s ‘Patriot Act with Hasan Minhaj’ (3.4 million views) “The Dark Side of the Video Game Industry”
Mar 28, 2018	Game Talk Live on Facebook (43,000 views) Re: unionization in the video game industry

VISITING PROFESSORSHIPS OR RESEARCH FELLOWSHIPS

2015 – 2017	Comparative Research in Law and Political Economy (CLPE) Forum, Osgoode Hall Law School, York University
2015	Centre for Sustainable Organizations and Work, Department of Management, RMIT University, Melbourne, Australia
2013	Centre for Policy Research on Science and Technology (CPROST), Simon Fraser University, BC, Canada

MEMBERSHIPS AND ASSOCIATIONS

Canadian Industrial Relations Association (CIRA)
 Interuniversity Research Centre on Globalization and Work (CRIMT)
 Canadian Association for Work and Labour Studies (CAWLS)
 Labor and Employment Relations Association (LERA)
 International Labour and Employment Relations Association (ILERA)
 Digital Games Research Association (DiGRA)
 Canadian Game Studies Association (CGSA)