
JAMES CHOWHAN

Office:

Department of Economics, McMaster University
1280 Main Street West, Hamilton
Ontario, Canada, L8S 4M4
chowhan@mcmaster.ca

EMPLOYMENT

2013-present	Adjunct Lecturer, Department of Economics, McMaster University
2002-present	Analyst, Microdata Access Division, Statistics Canada, Hamilton
2000-2002	Economist, Micro-Economic Analysis Division, Income and Expenditure Accounts Division, Prices Division, Statistics Canada, Ottawa.
1999	Lecturer, Department of Economics, Wilfrid Laurier University Brantford Campus.

EDUCATION

2008-2013	PhD, Management of Organizational Behaviour and Human Resources, DeGroote School of Business, McMaster University. Committee: Dr. Catherine Connelly, Dr. Willi Wiesner, and Dr. Isik U. Zeytinoglu (supervisor). Dissertation Title: High Performance Work Systems: A Causal Framework of Training, Innovation, and Organizational Performance in Canada.
1997	MA, Economics, McMaster University.
1996	BA, Economics, University of Guelph.

RESEARCH CONTRIBUTIONS**PEER REVIEWED PUBLICATIONS**

1. **Chowhan, J.** and Stewart, J. M. (2013). While Mothers Work do Children Shirk? Television Viewing and Other Determinants of Youth Obesity. *Applied Economic Perspectives and Policy*. Online.
2. Denton, M., Plenderleith, J. M. and **Chowhan, J.** (2013). Health and Disability as Determinants for Involuntary Retirement of People with Disabilities. *Canadian Journal on Aging/Revue canadienne du vieillissement*, 32(2), 159-172.
3. Denton, M., Plenderleith, J. M. and **Chowhan, J.** (2013). Impact of Type of Retirement on Income for People with Disabilities. *Disability & Society*, 28(3), 338-352.
4. Kitchen, P., Williams, A., and **Chowhan, J.** (2012). Sense of Belonging and Mental Health in Hamilton, Ontario: An Intra-Urban Analysis. *Social Indicators Research*, 108(2), 277-297.
5. **Chowhan, J.**, Zeytinoglu, I. U., and Cooke, G. B. (2012). Are Immigrants' Pay and Benefit Satisfaction Different than Canadian-born? *Relations Industrielles-Industrial Relations*, 67(1), 3-24.
* Received the Robert Joyner Doctoral Student Publication Prize for best published research paper, McMaster University.
6. Mann, S. L. and **Chowhan, J.** (2011). Selection Practices in Canadian Firms: An Empirical Investigation. *International Journal of Selection and Assessment*, 19(4), 435-437.
7. Mann, S. L. and **Chowhan, J.** (2011). Weighting Large Datasets with Complex Sampling Designs: Choosing the Appropriate Variance Estimation Method. *Journal of Modern Applied Statistical Methods*, 10(1), 110-115.
8. Cooke, G. B., **Chowhan, J.**, and Brown, T. (2011). Declining versus Participating in Employer-supported Training in Canada. *International Journal of Training and Development*, 15(4), 271-289.
9. Kitchen, P., Williams, A., and **Chowhan, J.** (2011). Sense of Community Belonging and Health in Canada: A Regional Analysis. *Social Indicators Research*, 107(1), 103-126.
10. Kitchen, P., Williams, A., and **Chowhan, J.** (2011). Walking to Work in Canada: Health, Benefits, Socio-Economic Characteristics and Urban-regional Variations. *BMC Public Health*, 11, 212.

11. **Chowhan, J.** and Duncan, L. (2009). Generating and Comparing Aggregate Variables for Use Across Datasets in Multilevel Analysis. *Journal of Modern Applied Statistical Methods*, 8(2), 613-625.
12. Zeytinoglu, I. U., Cooke, G. B., Harry, K., and **Chowhan, J.** (2008). Low-Paid Workers and On-the-Job Training in Canada. *Relations Industrielles-Industrial Relations*, 63(1), 5-29.
13. **Chowhan, J.**, and Stewart, J. M. (2007). Television and the Behaviour of Adolescents: Does Socio-economic Status Moderate the Link? *Social Science & Medicine*, 65, 1324–1336.
14. **Chowhan, J.**, and Prud'homme, M. (2005). City Comparisons of Shelter Costs in Canada: A Hedonic Approach. *Canadian Journal of Regional Science*, 28(3), 417-438.
15. Buckley, N., Chan, K. S., **Chowhan, J.**, Mestelman, S., and Shehata, M. (2001). Value Orientations, Income and Displacement Effects, and Voluntary Contributions. *Experimental Economics*, 4: 183-195.

CONFERENCE PROCEEDINGS

1. **Chowhan, J.**, Isik U. Zeytinoglu and Gordon B. Cooke. (2012). Skilled Immigrants & Promotion: Good and Bad News from Canada. *Proceedings of the 16th ILERA World Congress*, Philadelphia, USA, July 2-5, 2012.

PEER AND STATISTICS CANADA INSTITUTIONALLY REVIEWED PUBLICATIONS

1. Cooke, G. B., Zeytinoglu, I. U., and **Chowhan, J.** (2009). Barriers to Training Access. *Perspectives on Labour and Income*, 10(7), 14-25 (July). Statistics Canada Catalogue no. 75-001-XIE.
2. **Chowhan, J.**, and Buckley, N. (2005). Using Mean Bootstrap Weights in Stata: A BSWREG Revision. *The Research Data Centres Information and Technical Bulletin*, (Spring) 2(1), 23-37. Statistics Canada Catalogue no. 12-002-XIE.
3. **Chowhan, J.** (2005). Who Trains? High-tech Industries or High-tech Workplaces? *The Canadian Economy in Transition Research Paper Series*, Catalogue no.11-622-MIE no. 006. Analytical Studies Branch. Ottawa: Statistics Canada.
4. **Chowhan, J.** (2004). Stat/Transfer's Command Files and the Efficient Transfer of Data Files. *The Research Data Centres Information and Technical Bulletin*, (Fall) 1(2), 16-21. Statistics Canada Catalogue no. 12-002-XIE.

5. Piérard, E., Buckley, N., and **Chowhan, J.** (2004). Bootstrapping Made Easy: A Stata ADO File. *The Research Data Centres Information and Technical Bulletin*, (Spring) 1(1), 23-40. Statistics Canada Catalogue no. 12-002-XIE.
6. **Chowhan, J.**, and Prud'homme, M. (2004). City Comparisons of Shelter Costs in Canada: A Hedonic Approach. *Analytical Series-Prices Division*, Statistics Canada. Catalogue No. 62F0014MIE—No.17.
7. Baldwin, J. R. and **Chowhan, J.** (2003). The Impact of Self-employment on Productivity Growth in Canada and the US. *Canadian Economic Observer*, August, Catalogue no. 11-010-XIB. Statistics Canada, Ottawa.
8. Baldwin, J. R. and **Chowhan, J.** (2003). The Impact of Self-employment on Labour-Productivity Growth: A Canada and United States Comparison. *Economic Analysis (EA) Research Paper Series*, Catalogue no. 11F0027MIE - No. 016. Statistics Canada, Ottawa.

BOOK CHAPTERS

1. Solymossy, E., **Chowhan, J.**, and Gross, A. (2013). Taking the Engineering Path to Business Leadership and Entrepreneurial Success in Canada and USA. In Eggers, F. and Hills, G.E. (Eds), *Research at the Marketing/Entrepreneurship Interface* (pp. 28-37). Global Research Symposium on Marketing and Entrepreneurship. www.marketing-entrepreneurship.org.
2. Denton, M., Plenderleith, J. M. and **Chowhan, J.** (2010). The Effect of Age and Age of Onset on Involuntary Retirement for People with Disabilities in Canada. In Mayer, Mary J. and Florence L. Denmark (Eds.), *Issues of Ageing and Disability: International Perspectives* (pp. 38-45). NGO Committee on Ageing/NY, United Nations, <http://www.ngocoa-ny.org/issues-of-ageing-and-disabi.html>.

REPORTS AND WORKING PAPERS

1. Cooke, G. B., Zeytinoglu, I. U., Mann, S. L., and **Chowhan, J.** (2010). Trends in Work Schedules among Key Workers in Sub-groups in Canada. *McMaster RDC Research Paper*, No. 42, October 2012. <http://socserv.mcmaster.ca/rdc/RDCwp42.pdf>
2. Denton, M., Plenderleith, J. M. and **Chowhan, J.** (2010). Retirement Decisions of People with Disabilities: Voluntary or Involuntary. Human Resources and Social Development Canada. March 2, 2010. This is also a working paper with the following: Denton, Margaret, Jennifer Plenderleith, and James Chowhan. (2010). Retirement Decisions of People with Disabilities: Voluntary or Involuntary. The Program for Research on Social and Economic Dimensions of an Aging Population (SEDAP Research Paper No. 271). <http://socserv.mcmaster.ca/sedap/p/sedap271.pdf>.

3. **Chowhan, J.** (2006). "Brantford•Brant Business Retention and Expansion Survey Report." *Economic Development and Tourism Department of the City of Brantford*. (December). <http://www.brantford.ca/Economic%20Development/BRE%20Final%20Report.pdf>
4. **Chowhan, J.** (2005). An Inquiry into the Measurement of Child and Youth Obesity with Canadian Survey Data. *McMaster RDC Research Paper*, No. 43, October 2012. <http://socserv.mcmaster.ca/rdc/RDCwp43.pdf>
5. Rice, J, and **Chowhan, J.** (2004). "Perinatal System Capacity Survey." From the Hamilton District Health Council on behalf of the Central South Perinatal Systems Planning Group. (December). *Technical Support for Final Report*. <http://www.ontla.on.ca/library/repository/mon/24002/298771.pdf>
6. Bertrand, C., Joyal, S., Hamdad, M., **Chowhan, J.**, Ashman, K., and Longtin, K. (2001) "The Canadian Satellite Account of Non-profit Institutions and Volunteering: Testing the Handbook of Non-profit Institutions In the Canadian System of National Accounts", (Preliminary Report to the Global Non-profit Information System Project, Johns Hopkins University and United Nations Statistical Division). *Statistics Canada: Economic Accounts Coordination Section, Income and Expenditure Accounts Division National Accounts and Analytical Studies Field*. http://unstats.un.org/unsd/publication/SeriesF/SeriesF_91E.pdf

PRESENTATIONS

1. Cooke, G. B., **Chowhan, J.**, and Mann, S. L. (2013). Ontario's Young Workers: Location, Education, and Employment. Paper presented at the Rural Employment Roundtable University of Guelph, Guelph, Ontario, June 17.
2. Mann, S. L., Cooke, G. B., **Chowhan, J.**, Zeytinoglu, I., Budworth, M. H., and Upton, C. (2013). A Field Study: Research Findings on Challenges Facing Younger Employees in Rural Ontario. Paper presented at the Rural Employment Roundtable University of Guelph, Guelph, Ontario, June 17.
3. Cooke, G. B., **Chowhan, J.**, and Mann, S. L. (2013). Ontario's Young Workers: Location, Education, and Employment. *Paper presented at the Canadian Industrial Relations Association, 50th Annual Conference*, Toronto, Ontario, May 29-31.
4. Solymossy, E., Gross, A., and **Chowhan, J.** (2012). Taking the Engineering Path to Business Leadership and Entrepreneurial Success in Canada and USA. *Paper presented at the Global Research symposium on Marketing and Entrepreneurship*, Chicago, Illinois, August 15-17. <https://sites.google.com/site/globalrsmc/call-for>

5. **Chowhan, J.**, Zeytinoglu, I. U., and Cooke, G. B. (2012). Skilled Immigrants & Promotion: Good and Bad News from Canada. *Paper presented at the 16th World Congress of the International Labour and Employment Relations Association*, Philadelphia, USA, July 2-5. <http://ilera2012.wharton.upenn.edu/RefereedPapers/ChowhanZeytinogluCooke.pdf>
6. Zanhour, M., **Chowhan, J.**, Zeytinoglu, I. U., Denton, M., and Plenderleith, J. (2012). Deteriorated External Work Environment and Work-Family Conflict: The Mediating Role of Workload and the Moderating. *Paper presented at the Work and Family Researchers Network, Inaugural Conference*, in New York City, New York, June 14-16.
7. **Chowhan, J.**, Zeytinoglu, I. U., Denton, M., and Plenderleith, J. (2012). Perceived Access to Training and Job Satisfaction: The Mediating Role of Symptom Stress. *Paper presented at the 2012 Meeting of the Administrative Sciences Association of Canada*, in St. John's, Newfoundland, June 9-12.
8. Cooke, G. B., Hutchings, D., Mann, S. L., Zeytinoglu, I. U., Donaghey, J., **Chowhan, J.**, Clarke, H., Oyet, M., Burns, J. K., and Vardy, K. (2012). Social Responsibility Symposium on "Work Quality and Well-Being Within Newfoundland, Ontario, And Ireland". *At the 2012 Meeting of the Administrative Sciences Association of Canada*, in St. John's, Newfoundland, June 9-12.
9. **Chowhan, J.**, and Stewart, J. M. (2012). Understanding the Relationship between Parental Work Schedules and Obesity in Children. *Paper presented at the 11th Annual Canadian Health Economist's Study Group (CHESG) Meeting*, University of Alberta, Calgary, Alberta, June 6-7. http://www.chesg.ca/images/30000102/ConferencePapers/2012/Chowhan_Stewart.pdf
10. Cooke, G. B., Zeytinoglu I. U., Mann, S. L., Donaghey, J., **Chowhan, J.**, and Hutchings, D. (2012). Comparative Analysis of the Employee Effects on Non-standard Work Schedules. *Paper presented at the Canadian Industrial Relations Association, 49th Annual Conference*, Calgary, Alberta, May 29-31.
11. **Chowhan, J.**, Zeytinoglu, I. U., and Cooke, G. B. (2011). Immigrants and Job Satisfaction within an Era of High Performance Work Systems. *Paper presented at the Annual Meeting of the Administrative Sciences Association of Canada*. Montreal, Quebec, July 2-5.
12. Zanhour, M., **Chowhan, J.**, Zeytinoglu, I. U., Denton, M., and Plenderleith, J. (2011). Deteriorated External Work Environment and Work-Family Conflict: The Mediating Role of Workload and the Role of Support. *Paper presented at the Annual Meeting of the Administrative Sciences Association of Canada*. Montreal, Quebec, July 2-5.
13. **Chowhan, J.**, and Stewart, J. M. (2011). Understanding the Relationship between Parental Work Schedules and Obesity in Children. *Paper presented at the 45th Annual Conference of the Canadian Economics Association*. Ottawa, Ontario, June 2-5.

14. **Chowhan, J.**, Zeytinoglu, I. U., Denton, M., and Plenderleith, J. (2011). Access to Training and Job Satisfaction: The Mediating Role of Stress. *Paper presented at the "Industrial Relations – New Ideas about Work and Workers," Canadian Industrial Relations Association, 48th Annual Conference, Fredericton, New Brunswick, June 2-4.*
15. Cooke, G. B., Mann, S. L., **Chowhan, J.**, Zeytinoglu, I. U. (2011). Job Satisfaction Among Older Workers in Dead End Jobs. *Paper presented at the "Industrial Relations – New Ideas about Work and Workers," Canadian Industrial Relations Association, 48th Annual Conference, Fredericton, New Brunswick, June 2-4.*
16. Kitchen, P., Williams, A., and **Chowhan, J.** (2011). Rethinking the Rural Health Deficit: Does Sense of Belonging Have an Influence? *Paper presented at "From Policy to Research and Back Again," 1st Annual Rural Research Workshop, Ottawa, Ontario, May 5.* [http://www.fcm.ca/english/View.asp?mp=788&x=1531.](http://www.fcm.ca/english/View.asp?mp=788&x=1531)
17. Denton, M., Plenderleith, J., and **Chowhan, J.** (2011). Retirement Decisions of People with Disabilities: Voluntary or Involuntary. *Invited presentation by School of Rehabilitation Science at McMaster, at the Mohawk-McMaster Institute for Applied Health Sciences (IAHS)), Hamilton, Ontario, February 9.*
18. Denton, M., Plenderleith, J., and **Chowhan, J.** (2010). Retirement Decisions of People with Disabilities: Voluntary or Involuntary? *Paper presented at the 39th Annual Scientific and Educational Meeting of the Canadian Association on Gerontology, Montreal, Quebec, December 2-4.* [http://www.cagacg.ca/pdf/ASEM2010_en.PDF.](http://www.cagacg.ca/pdf/ASEM2010_en.PDF)
19. Cooke, G. B., Zeytinoglu, I. U., and **Chowhan, J.** (2010). Barriers to Training Access. *Invited presentation by the Department of Sociology at McMaster, Hamilton, Ontario, October 12.*
20. Kitchen, P., Williams, A., and **Chowhan, J.** (2010). Sense of Belonging and Health: A Regional Geographic Analysis. *Paper presented at the Canadian Institute for Health Information (CIHI) Data Users Conference 2010: Understanding Health Outcomes, Ottawa, Ontario, September.* [http://www.cihiconferences.ca/datausers2010/.](http://www.cihiconferences.ca/datausers2010/)
21. Mann, S. L., **Chowhan, J.**, Oram, P., and Allen, K. (2010). Human Resource Management Practices and Lower Wage Workers: Evidence from Statistics Canada's Workplace and Employee Survey. *Paper presented at the Annual Meeting of the Administrative Sciences Association of Canada, Regina, Saskatchewan, May 22-25.*
22. Cooke, G. B., Zeytinoglu, I. U., Mann, S. L. and **Chowhan, J.** (2010). Work Schedules – Trends and Differences Among Key Worker Sub-groups. *Paper presented at the Annual Meeting of the Canadian Industrial Relations Association (CIRA), Quebec City, Quebec, June.*

23. Cooke, G. B., Zeytinoglu I. U., Mann, S. L., and **Chowhan, J.** (2009). What's a family-friendly schedule anymore? *Paper presented at the Centre for Families, Work and Well-Being (CFWW) Conference on "Whose Flexibility? Families, Firms, Governments and Conflicting Agendas."* Guelph, Ontario, October. The CFWW is a research centre within the University of Guelph, <http://worklifecanada.ca/page.php?id=24&o=a&area=cfww&pg=3>.
24. **Chowhan, J.**, and Cooke, G B. (2009). Who is Declining Training in Canada? *Paper presented at the Annual Meeting of the Administrative Sciences Association of Canada*, Niagara Falls, Ontario, June.
25. Pries, F., **Chowhan, J.**, and Mann, S. L. (2009). Do Innovative Firms Have Different HR Practices Than Less Innovative Firms? *Paper presented at the Annual Meeting of the Administrative Sciences Association of Canada*, Niagara Falls, Ontario, June.
26. Zeytinoglu, I. U., and **Chowhan, J.** (2009). Immigrants, Promotion and Job Satisfaction. *Paper presented at the Annual Meeting of the Canadian Industrial Relations Association*, Gatineau, Quebec, May 27-29.
27. Mann, S. L. and **Chowhan, J.** (2007). Choosing the Appropriate Method of Weighting for Large Datasets with Complex Sampling Designs. *Paper presented at the Annual Meeting of the Academy of Management*. Philadelphia, Pennsylvania, August.
28. **Chowhan, J.**, and Stewart, J. M. (2007). Parental Work Schedules and Child Obesity. *Poster presented at the International Health Economics Association Explorations in Health Economics, 6th World Congress*, Copenhagen, Denmark, July.
29. Mann, S. L., Latham, G. P. and **Chowhan, J.** (2007). Selection practices in Canadian firms: An empirical investigation. *Poster presented at the 68th Convention of the Canadian Psychological Association*, Ottawa, Ontario, June.
30. Zeytinoglu, I. U., Cooke, G. B., Harry, K., and **Chowhan, J.** (2007). Low-Paid Workers and On-the-Job Training in Canada. *Paper presented at the Social and Economic Dimensions of an Aging Population (SEDAP) New Researchers Conference*, McMaster University, Hamilton, October.
31. **Chowhan, J.** and Stewart, J. M. (2006). While Mothers Work do Children Shirk? Television Viewing and Other Determinants of Youth Obesity. *Poster presented at the European Conference on Health Economics 6th*, Budapest, Hungary, July.
32. **Chowhan, J.** and Stewart, J. M. (2006). The Role of Maternal Employment on the Relationship between Television Viewing and Child Weight Status. *Canadian Health Economics Study Group*, McMaster University, Hamilton, Ontario, May.

33. **Chowhan, J.** and Stewart, J. M. (2005). The Role of Maternal Employment on the Relationship between Television Viewing and Child Weight Status. *Paper presented at the Statistics Canada Economic Conference, Ottawa, Ontario, May 9-10.*
34. **Chowhan, J.** and Stewart, J. M. (2004). The Role of Socio-economic Status on the Relationship between Television Viewing and Child Outcomes. *Paper presented at the Statistics Canada Economic Conference, Ottawa, Ontario, June 7-8.*
35. Baldwin, J. and **Chowhan, J.** (2002). The Impact of Self-employment on Labour Productivity Growth: A Canada and United States Comparison. *Invited presentation at the Canadian Federal Department of Finance (Productivity Seminar Series), Ottawa, Ontario, December.*
36. **Chowhan, J.**, and Prud'homme, M. (2001). City Comparisons of Shelter Costs in Canada: A Hedonic Approach. *Presented at the Statistics Canada Economic Conference, Ottawa, Ontario, June.*
37. Buckley, N., Chan, K. S., **Chowhan, J.**, Mestelman, S., and Shehata, M. (1999). Value Orientations, Income and Displacement Effects, and Voluntary Contributions. *Paper presented at the Canadian Economics Association (CEA) Conference, Toronto, Ontario, May.*
38. Buckley, N., Chan, K. S., **Chowhan, J.**, Mestelman, S., and Shehata, M. (1999). Value Orientations, Income and Displacement Effects, and Voluntary Contributions. *Paper presented at The Public Choice Society and Economic Science Meetings, New Orleans, Louisiana, March.*

SCHOLARLY AND PROFESSIONAL ACTIVITIES

Journal Referee:

Canadian Journal of Administrative Sciences
Human Resource Management (Wiley)
International Journal of Human Resource Management
Personnel Review

Conference Referee:

Academy of Management, Human Resources Division
Administrative Science Association of Canada Annual Conference, Human Resources

PROFESSIONAL ASSOCIATIONS

- 2007-present Academy of Management (AOM) – Divisions of interest include Organizational Behaviour and Human Resources
- 2009-present Administrative Science Association of Canada (ASAC)
- 2009-present Canadian Industrial Relations Association (CIRA)