

Muhammad Umar Aabid Boodoo

London School of Economics and Political Science
Department of Management, NAB 4.23
Houghton Street
London, United Kingdom, WC2A 2AE

Phone: +44 (0)20 7106 1161
Email: m.u.boodo@lse.ac.uk
Homepage: www.personal.lse.ac.uk/boodoom/

Employment

2015-pres | **Fellow** in the Department of Management at the London School of Economics and Political Science

Education

2010-2016 | **Ph.D.** in Industrial Relations and Human Resources, University of Toronto
Thesis Topic: Institutions and Stakeholder influence on CEO compensation and Corporate Social Responsibility
Committee: Rafael Gomez (chair), Heski Bar-Isaac, Michele Campolieti, Morley Gunderson
Successful defence: June 09 2016
2004-2008 | **B.A. (Hons.)** Economics and Mathematics, Glendon College, York University

Publications

Boodo, M. U. (2016). Why pay packages based on fair criteria matter: Comparing wages between peers affects job satisfaction more than absolute income. *LSE Business Review*, August 10 2016.
Boodo, M. U. (2015). Volkswagen affair: global coordination is needed to enforce ethical corporate behaviour: Is the World ready to review its system of carrots and stick for corporations? *LSE Business Review*, October 08 2015.
Boodo, M. U., Gomez, R. and Gunderson, M. (2014). Relative Income, Absolute Income and the Life-Satisfaction of Older Adults: Do Retirees differ from the Non-Retired? *Industrial Relations Journal*, 45(4), pp. 281-299.
Dobson, W. & **Boodo, M. U.** (2013). Human Capital Formation and Growth: microeconomic dimensions. In Dobson, W. (Ed.), *Human Capital Formation and Economic Growth in Asia and the Pacific*. London and New York: Routledge.

Working Papers

Boodo, M. U. (under review). Do heavily-unionized companies compensate their CEOs less in periods of financial distress? Evidence from Canadian companies during the financial crisis.
Boodo, M. U. (under review). The influence of Unions on Companies' CSR profiles: More Internal Policies and Programs but not always at the expense of External Endeavours.
Boodo, M. U. (under review). Does mandatory CSR reporting legislation lead to improved Corporate Social Performance? Evidence from India.
Frangi, L., **Boodo, M. U.** and Hebdon, R. The submerged part of the iceberg: Attitudes Towards Strikes around the World.
Pitek, J. & **Boodo, M. U.** Commute distance and work-life balance: An inverted U-shaped relationship (with Joanna Pitek)

Work in Progress

Boodoo, M. U., Henriques, I. and Husted, B. Does Corporate Philanthropy respond to changes in income inequality? A multi-level analysis of Corporate Donations in the United States.

Boodoo, M. U., Frangi, L., Gomez, R. and Hebdon, R. Soft and hard form of labour conflict: substitutive, alternative, or additional?

Conference Presentations

2015	<p>The Effects of Mandatory CSR Reporting on Corporate Social Performance: Does State Regulation Lead to Desirable Outcomes?</p> <ul style="list-style-type: none"> - Strategic Management Society (SMS) International Conference, Denver, CO
2014-2015	<p>Stakeholders and their Influence on CEO Pay: The case of Labor Unions</p> <ul style="list-style-type: none"> - Labor and Employment Relations Association (LERA) Conference, Pittsburgh, PA (<i>Winner of LERA Competitive Papers</i>) - Canadian Economics Association (CEA) Conference, Montreal, QC
2014-2015	<p>The role of Unions in Corporate Social Performance</p> <ul style="list-style-type: none"> - Labor and Employment Relations Association (LERA) Conference, Boston, MA - Canadian Industrial Relations Association (CIRA) Conference, Saint Catharines, ON
2012	<p>Relative Income and Life-Satisfaction of Older Adults: Estimating Individual Well-being from an Employment Relations Perspective</p> <ul style="list-style-type: none"> - Administrative Sciences Association of Canada (ASAC) Meeting, Saint John's, NL

Research & Professional Experience

2015-2016	<p>Fellow London School of Economics and Political Science, London, UK</p> <ul style="list-style-type: none"> - Worked with the LSE Research Division to write articles for the LSE Business Review - Presented and attended research seminars across the Department of Management
2014	<p>External Analyst Canada Post Corporation, Ottawa, ON</p> <ul style="list-style-type: none"> - Merged administrative data sets to contribute to a managerial initiative to empower employees and boost employee loyalty and employee morale - Conducted statistical analysis to complement managerial practice
2012-2013	<p>Project Assistant Rotman School of Management and TD Bank, Toronto, ON</p> <ul style="list-style-type: none"> - Analyzed and conducted econometric analysis with managerial data from TD Bank - Worked with managers to assess and justify new managerial programs
2012-2013	<p>Research Assistant Rotman School of Management, Toronto, ON</p> <ul style="list-style-type: none"> - Supervisors: Daniel Treffer and Walid Hejazi - Merged OECD datasets and Input-Output Tables to statistically and econometrically analyze the impact of reducing foreign direct investment restrictions on productivity

	and other measures of socio-economic wellbeing
2011-2012	Research Assistant Centre for Industrial Relations and Human Resources, Toronto, ON <ul style="list-style-type: none"> - Supervisors: Rupa Banerjee, Jeffrey Reitz and Anil Verma - Carried out econometric analysis and growth-curve modeling using SLID data from Statistics Canada's Research Data Centre to compare the income paths of immigrants and native-born Canadians
2009-2011	Research Assistant Centre for Industrial Relations and Human Resources, Toronto, ON <ul style="list-style-type: none"> - Supervisors: Rafael Gomez and Anil Verma - Researched and documented company response to negative press via CSR strategies
2008-2009	Research Assistant Rotman School of Management, Toronto, ON <ul style="list-style-type: none"> - Supervisors: Laurence Booth, Craig Doidge and Alexander Dyck - Designed presentation on Sovereign Wealth Funds for the CPP Investment Board - Collected, tabulated and presented income trust ownership data before and after the 2006 Corporate Tax Change in Canada
2006-2008	Research Assistant Glendon College, Toronto, ON <ul style="list-style-type: none"> - Supervisors: Rafael Gomez and Vincent Hildebrand - Analyzed salary profiles of University employees after the Ontario Public Salary Disclosure Act of 1996 - Merged 4 waves of SIPP (Survey of Income and Program Participation) data and produced graphs to show ethnic-variant Age-Wealth profiles of American households

Teaching Experience

2015-2016	Graduate Seminar Instructor Department of Management, LSE <ul style="list-style-type: none"> - MG 478: Globalization and HRM. Rated 1.6 out of 5 (1=best score) - MG 4A9: Foundations of Business and Mgt. for HR. Rated 1.5 out of 5 (1=best score) - MG 473: Negotiations Analysis. Rated 1.4 out of 5 (1=best score)
2013-2015	Course Instructor Department of Economics, University of Toronto in Mississauga <ul style="list-style-type: none"> - ERI 360: Compensation. Rated 4.8 out of 5 (5=best score) - ECO 244: Industrial Relations. Rated 4.1 out of 5 (5=best score)
2013-2015	Course Instructor Rotman School of Management, Toronto <ul style="list-style-type: none"> - RSM 462: Managing People in context of globalization. Rated 3.9 out of 5 (5=best score) - RSM 361: Human Resource Management. Rated 3.2 out of 5 (5=best score)
2012-2013	Guest Lecturer Rotman School of Management, Toronto <ul style="list-style-type: none"> - Conducted two lecture sessions for RSM 2123: an elective MBA course in International Business in the World Economy

2010-2014	Teaching Assistant University of Toronto, Toronto <ul style="list-style-type: none"> - RSM 2010: Business Government Relations (MBA) - RSM 2612: Managing Talent in Global Operations (MBA) - RSM 2123: International Business in the World Economy (MBA) - RSM 1212: Global Managerial Perspectives (MBA) - WDW 348: Recruitment and Selection (undergraduate) - WDW 367: Compensation (undergraduate)
-----------	--

Awards

2015-2016	Among the top ten instructors in the Department of Management at LSE
2015	Winner of LERA Competitive Papers (paper on CEO Compensation)
2015	LSE-Santander Bank Travel Research Fellowship
2013-2014	Canadian Labour Market and Skills Research Network Fellowship
2010-2016	University of Toronto PhD Fellowship
2010	Winner of the Filion Wakely Thorup Angeletti LLP Moot Arbitration Competition
2008-2009	Rotman School of Management PhD Fellowship
2008	Certificate of Bilingual Excellence (English, French)
2008	Graduation Prize & Book Prizes in Economics and Mathematics, Glendon College
2004-2008	Canadian International Development Agency “Francophonie” Scholarship

Seminars & Workshops

2014	Strategic Management Society (SMS) Doctoral Student Consortium Madrid, Spain
2014	AOM International Management Division Doctoral Student Consortium Temple University, Philadelphia
2014	Strategic Research Initiative (SRI) PhD Boot Camp IESE Business School, New York City
2005-2008	Undergraduate Retreats and Seminars <ul style="list-style-type: none"> - World Bank Simulation, York University, ON - Exploring Liberty Seminar, Princeton University, NJ - Environment and Society Seminar, Stanford University, CA - Student Community and Leadership Retreat, Geneva Park, ON - York University Emerging Leaders’ Retreat, Collingwood, ON

Community & Service

2014	SeekersHub Toronto <ul style="list-style-type: none"> - Initiated a volunteer management system to assist with events and programs
2006-2010	ThinkTank Toronto <ul style="list-style-type: none"> - Consultant on The BIA Zone: The Local Economic Infrastructure of Business Improvement Areas (BIAs) in the city of Toronto, End of Project Report - Contributor to 54 East Magazine, Points of Origin issue
2006-2008	Glendon College Student Union & Glendon College <ul style="list-style-type: none"> - Director of Bilingual Affairs & Student Representative for Bilingual Committee - Councilor - Student Representative on Faculty Tenure Committee - Ambassador: Office of Recruitment and Liaison - Campus Coordinator: Best Buddies Canada

Membership

Academy of Management, American Economic Association, Labor and Employment Relations Association, Canadian Industrial Relations Association, Strategic Management Society

Language Competencies

Fluent in English and French (oral & written), Intermediate skills in Urdu (oral & written), Basic skills in Arabic (written)

Computer Skills

Proficient in Microsoft Office, LaTeX, R, SAS, SPSS, STATA

References

Dr. Rafael Gomez (Associate Professor)
Centre for Industrial Relations and Human Resources
121 St. George Street
Toronto, ON M5S 2E8 Canada
Phone: 416 978 5419
Email: ralph.gomez@utoronto.ca

Dr. Walid Hejazi (Associate Professor)
Rotman School of Management
105 St. George Street
Toronto, ON M5S 3E6 Canada
Phone: 416 946 7042
Email: hejazi@rotman.utoronto.ca

Dr. Morley Gunderson (Professor)
Centre for Industrial Relations and Human Resources
121 St. George Street
Toronto, ON M5S 2E8 Canada
Phone: 416 978 5398
Email: morley.gunderson@utoronto.ca