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Theme 2

New Member

[Ruby \(Ruishan\) Zhang, Research Fellow](#)

Ruby completed her Bachelor's degree in Economics, Mathematics, and Statistics at the *University of Chicago*.

Her interests are infirm behavior, labor market outcomes, and innovation. She previously worked at the Center for the Economics of Human Development where she analyzed the long-term health outcomes of early childhood care programs. She is currently working at *Harvard University* where she analyzes the determinants of socioeconomic inequality. She has received admissions into Ph.D. programs and full scholarships from Harvard, MIT, Yale, Princeton, and UC Berkeley and will be starting her economics Ph.D. in the fall.



Theme 1

New role as an Associate Editor of TCNR

Dr. Fang was invited to be a board member of *the Journal of Transnational Cooperation Review (TCNR)*, an academic journal aiming to promote refereed articles on foreign direct investment, international trade, institutional innovation, and developments associated with transnational corporations.

Transnational Corporations Review

<https://www.tandfonline.com/toc/rncr20/current>

Theme 3

In the News

- [Partnership with Transnational Corporations Council of Studies \(TNCCS\)](#)

In January 2021, The Stephen Jarislowsky Chair in Economic and Cultural Transformation Program at Memorial University of Newfoundland built a partnership with the Transnational Corporations Council of Studies (TNCCS) to work together on issues related to transnational corporations, foreign direct investment, institutional innovation, and international development. To be specific, the Stephen Jarislowsky Chair and TNCCS could be:

- Jointly developing the membership to meet the publisher's expectation;
- Collaboratively working on the journal of Transnational Corporations Review (TNCR) to enhance the Journal brand and quality, including editing/reviewing the submissions of TNCR, and the promotions and marketing of the journal; and
- Jointly organizing the society's international academic conferences and workshops.

- ["Cross Talk" on Growing the NL Population](#)



On February 24, Dr. Fang was invited by CBC as a guest speaker in "Cross Talk" to discuss the urgent issue of NL's increasingly shrinking population and propose potential solutions geared at addressing these concerns. NL's immigration retention rates are currently among the lowest in the country. Dr. Fang indicated that improving immigration retention will be vital in resolving this ongoing crisis. He went on to explain that providing economic opportunities, family reunification and access to social networks are key in promoting immigration retention.

Cross Talk with Ramona Dearing



NL Population Crisis



Resume Playing 54:59



Share Episode

How do you think we can grow the population? Joining us to share his expertise, Memorial University economist Tony Fang. He's the Stephen Jarislowsky Chair in Economic and Cultural Transformation

Aired: Feb. 4, 2021


<https://www.cbc.ca/listen/live-radio/1-89-cross-talk/clip/15822846-nl-population-crisis>

- “Friendly” ? “Welcoming”

 “Newfoundlanders and Labradorians have a strong sense of belonging to their communities. It’s very hard to break into these tight social networks. For many newcomers, Newfoundlanders and Labradorians may be friendly but they may not be welcoming, especially for immigrants”

- Dr. Fang January 28, 2021

<https://atlantic.ctvnews.ca/for-immigrants-in-n-l-friendly-doesn-t-always-mean-welcoming-economist-1.5296873>

- “Trying to achieve inclusion and diversity? focus on small and medium-sized businesses” @ 

Small and medium businesses (companies with under 100 employees) make up over 99% of the all businesses in Canada.

Dr. Fang said that informing the smaller players is crucial to our economy simply because they are the ones who create the majority of jobs. However, they usually don’t have that many resources to get the necessary training that would help the employers understand integration.

February 08, 2021

<https://www.thestar.com/news/canada/2021/02/08/trying-to-achieve-inclusion-and-diversity-focus-on-small-and-medium-sized-businesses.html>

Theme 4

Recent Publications

- Fang, T, Gunderson M., and Richard J. Long. (2021). “Profit Sharing and Workplace Productivity Growth in Canada: Does Teamwork Play a Role?” *Relations Industrielles/Industrial Relations* (2021) , 76 (1), 90-114.

Abstract: Using panel data, the study examined whether adoption of an employee profit-sharing plan was related to subsequent productivity growth in Canadian establishments, and whether this relationship was affected by the use of work teams. We utilized a longitudinal research design to compare within-firm productivity growth during the three-year and five-year periods subsequent to profit-sharing adoption and within-firm productivity growth during the same periods in firms that had not adopted profit-sharing. We found significant positive effects of profit-sharing adoption on workplace productivity growth in firms that had work teams in place when profit-sharing was adopted, but not in firms without work teams. Our results highlight the complementarity of profit-sharing and teamwork.

- Barry, M., Gomez, R., Kaufman, B. E., Wilkinson, A., & Zhang, T. (2020). “Is it ‘you’ or ‘your workplace’ ? Predictors of job-related training in the Anglo-American

world.” *International Journal of Training and Development*, 24(3), 173-203.

Abstract: This paper examines the determinants of job-related training and workplace voice. Using data from a unique 2016 cross-national survey of Australian, British, Canadian, and American employees, the paper contrasts the neoclassical/human capital approach and the traditional institutional approach. We find the human capital model provides, at best, only a partial explanation for the differences in training observed across individuals. In contrast, variables invoked by the institutional literature (i.e. occupation level; industry; ownership type; and market structure) are highly significant and account for a much greater proportion of the variance in training observed across workers. Other institutional factors such as the presence of a union and a human resource department were strong positive predictors of job-related training. But most important were product-market strategy and employee voice, as an important channel by which training is optimally delivered inside the firm.

Theme 5

Academic Activities

- MBA lecture

For the second year in a row, Dr. Fang has taught the MBA course “Economics and Public Policy” as part of the MBA program in social enterprise and entrepreneurship (MBA-SEE)

with the Faculty of Business Administration at Memorial University. The course is designed to provide some strategic insights and analytical tools of economics and public policy for social entrepreneurs. Memorial’s MBA-SEE is the first MBA program focused on social enterprise in Canada.

<https://www.business.mun.ca/graduate/mba-see/why-mba-see.php>

A number of exceptional members of the community, including **DR. Robert Greenwood**, Associate Vice President (Public Engagement and External Relations) for Memorial University, **Mr. Joshua Smee**, Chief Executive Officer at Food First NL, and **Mr. Kevin Zhao**, a branch manager at a CIBC branch in Clarenville, NL, were invited to the class to share their knowledge and experiences with the class. **DR. Robert Greenwood**, Associate Vice President, Memorial University.

Mr. Joshua Smee , Chief Executive Officer at Food First NL.

Mr. Kevin Zhao, CIBC Branch Manager and founder of a social enterprise serving newcomers, NLCC.



On February 24, 2021, Dr. Fang was invited to present an overview and update on the Newfoundland and Labrador Workforce Innovation Center (NLWIC), a funded research project "Employer Perceptions to Hiring Newcomers & International Students in Newfoundland and Labrador."



Through the employer survey conducted by the team, 43% of interviewed employers in NL reported labour and skill shortages mainly due to the lack of job candidates or lack of job candidates with the necessary skills or experiences required, and the majority of them held a positive perception of newcomer employees due to their strong work ethics and considerable skills.

<http://www.nlwic.ca/tipoftheiceberg-webinar-episode-3-immigration-and-workforce-development-in-newfoundland-and-labrador/>

Theme 6

Community Engagement

Project presentation

Job opportunities are always the critical factor that attracts and retains newcomers in NL. Employer's attitude to hiring newcomers is the key.

Project collaboration

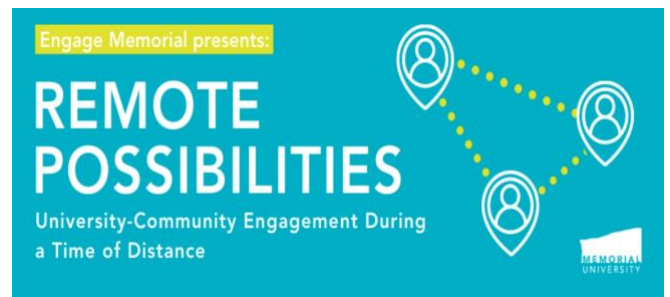
On February 26, 2021, the team welcomed Pam Anstey, the CEO of St. John's Farmers' Market (SJFM) to discuss the potential cooperation on our social enterprise project. Pam introduced the SJFM and their exciting online market to the team and displayed strong support for our project. Both parties hoped to exert a greater influence of social enterprises on food in St. John's and beyond.



Harris Center Webinar

The COVID-19 pandemic has changed the way we live, the way businesses operate, and the way that universities collaborate with the public. Creating and maintaining meaningful public engagement relationships has never been more important.

On February 4, 2021, Dr. Fang was invited as a panelist on the Engage Memorial webinar “*Remote Possibilities: University-Community Engagement During a Time of Distance*” to discuss strategies for building deep and meaningful relationships, and innovatively creating new partnerships in a time of distance.



<https://www.mun.ca/publicengagement/toolkit/RemotePossibilities.php>

Theme 7

Call for Papers

International Labor and Global Talent Issues for Transnational Corporations in a New Era

The COVID-19 pandemic is an ongoing global event that has dramatically reshaped policies, practices, and ways of life. Many countries have enforced social distancing policies and even lockdown measures in an attempt to slow the spread of the highly contagious virus. The resulting social and economic impacts have been unprecedented and have put the world's

governments and business leaders, especially the leaders of transnational corporations (TNCs), under immense pressure to determine the best course of action to ensure safety and prosperity.

At this time of unprecedented uncertainty, research regarding international labor mobility and global talent identification and development with respect to TNCs is more important than ever. We are calling on the academic and practitioner community to develop a better understanding of the international labor and talent issues and solve real-world problems around the globe. As scholars with a wide range of social science and interdisciplinary expertise, we strive to produce evidence-based research to advance theory and inform public policy at this critical junction in history.

We encourage researchers from all disciplines to contribute their unique perspectives, from labor economics, to industrial relations, from international business to human resource management. Furthermore, We welcome scholars using a broad range of methods - quantitative, qualitative, mixed methods, case study, and experimental method, as no one approach is sufficient to document and analyze the widespread changes that are occurring.

Potential Topics of Research

Keeping all of the elements discussed above in view, this is a call for papers targeting a proposed special issue at the Transnational Corporations Review (TNCR), a SCOPUS indexed journal published by Routledge, along with a planned international conference. This will offer the opportunity for authors to contribute to the dissemination of knowledge on international labor and global talent issues in a new era. Contributors for both the special issue and conference may propose research papers exploring the following and related topics:

- Strategies and policies initiated by TNCs in response to the current crisis, and especially those likely to have lasting implications, such as: the reorganization of work and technology, the use of alternative work arrangements, domestic outsourcing, and global production networks.
- Foreign direct investment (FDI) and outward foreign direct investment (OFDI): Motivations and performance, and the role of migrant networks.
- FDI/OFDI: Labor and talent mobility, technology transfer, global production involvement, and innovation performance (R&D, patents, etc.) in the context of COVID-19.
- Changes in global supply chains; especially the case of PPE (personal protective equipment) and vaccine products.

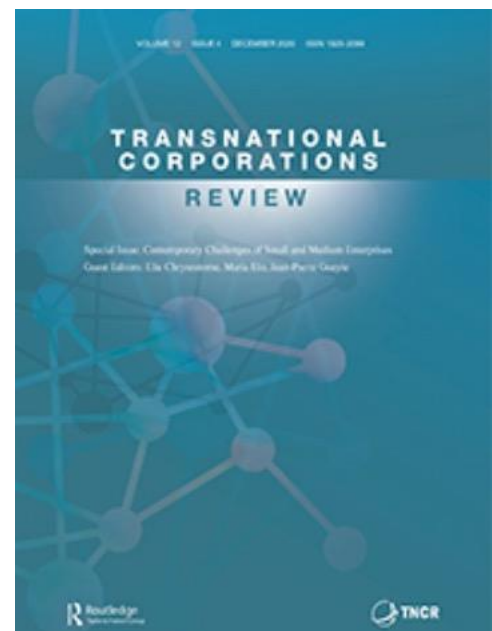
- Pandemic crisis, talent mobility, and innovation.
- Substitute or complement between domestic talent and immigrant talent
- Determinants and outcomes of importing foreign work practices
- Impact of the pandemic on the reduction of business travel and prevalence of Zoom and other web meeting platforms
- Impact of working from home and remotely on careers
- International comparisons of intracompany transfers and their interaction with national temporary resident programs.
- The treatment of spouses/families of permanently and/or temporarily migrants who move because of TNCs.
- International recruiting of specialized and high-level talent.
- The spinoffs for secondary/local companies when TNCs attract talent to a particular location.

Submissions and Deadlines

We invite contributors to submit an abstract of about 300 words by May 31, 2021, along with each contributor's email and affiliation. The abstracts will be assessed by the guest editors of this special issue along with the Editors of the TNCR. The contributors will be notified within two weeks with comments or suggestions, including the acceptance or rejection of the

abstracts. We expect the final papers to be submitted no later than October 31, 2021. Please contact Tony Fang (tfang@mun.ca) and Hugh Dang (hughd@tnc-online.org).

The peer review process will start from November 2021. The publication is expected in April 2022. The subject line to submit an abstract should be "S.I. Transnational entrepreneurs". Please note that the acceptance of abstracts does not necessarily imply the acceptance of the paper. All submissions will go through substantial review and revisions following the journal's standard processes.



<https://www.tandfonline.com/action/journalInformation?show=aimsScope&journalCode=rncr>

Theme 8

Transnational Corporations Review

Transnational Corporations Review (TNCR) is a unique journal on topics related to transnational corporations (TNCs) from operations to governance. It aims at promoting refereed articles focused on foreign direct investment, international trade, institutional innovation, and developments associated with TNCs.

TNCR is associated with the Transnational Corporations Council of Studies (TNCCS), a membership-based society that promotes innovative research and best practices related to TNCs.



[https://www.youtube.com/watch?v=ue](https://www.youtube.com/watch?v=ueWubxqoeEU&t=17s)

[WubxqoeEU&t=17s](https://www.youtube.com/watch?v=ueWubxqoeEU&t=17s)

Advisory Editor

[Eric Maskin](#)



The 2007 *Nobel Prize winner* in Economics (with L. Hurwicz and R. Myerson) for laying the foundations of mechanism design theory, a specialized form of game theory that

attempts to maximize gains for all parties within markets. This work had applications in the financial sector, in studies of voter behaviour, and business management.

He is the Adams University Professor and Professor of Economics and Mathematics at Harvard. He has made contributions to game theory, contract theory, social choice theory, political economy, and other areas of economics.

He received his A.B. and Ph.D. from Harvard and was a postdoctoral fellow at Jesus College, Cambridge University. He was a faculty member at MIT from 1977-1984, Harvard from 1985-2000, and the Institute for Advanced Study from 2000-2011. He rejoined the Harvard faculty in 2012.

<https://scholar.harvard.edu/maskin/home>

Senior Editors

Wulong Gu



Dr. Wulong Gu is Senior Advisor and Assistant Director with the Economic Analysis Division at Statistics Canada. His main research is on firm dynamics, globalization, innovation, and productivity growth. His research has been published in *American Economic Review*, *Oxford Review of Economic Policy*, and *Canadian Journal of Economics*. He received his Ph.D. in Economics from McMaster University.

Jianmin Tang



Dr. Jianmin Tang is the Chief, Productivity and Trade, of Economic Research and Policy Analysis Branch, Industry Canada. He conducts and disseminates economic research and policy analysis in areas under the mandate of Industry Canada, in support of the policy development process. His current research interest focuses on productivity, innovation, and foreign direct investment. He received his Ph.D. in Economics from Queen's University, Canada. He has published in *Research Policy*, and

Journal of International Business Studies among others.

Transnational Corporations Council of Studies (TNCCS)

In collaboration with scholars and experts from world-class institutions including Harvard University, Columbia University, and Cornell University, the Transnational Corporations Council of Studies (TNCCS) is a membership-based society dedicating to research and practice related to transnational corporations (TNCs). Its purpose is to explore the areas relating to foreign direct investment, international trade, institutional innovation, and developments. TNCCS associates with the Stephen Jarislowsky Chair in Economic and Cultural Transformation Program at the Memorial University of Newfoundland and Zhejiang University's School of Economics. Based out of Ottawa, TNCCS's membership extends to more than 50 countries around the globe. The Society holds international conferences, workshops, and seminars to promote scholars and cultural exchange supports joint research and collaborations, and publishes special issues related to TNCs. This diversity and global expertise enable TNCCS to provide a variety of business support and economic services. For more information about TNCCS, please visit www.tnc-online.net, and contact: info@tnc-online.org.