

# Jarislowsky Chair Newsletter

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Edited by Braden Dennis Smeaton



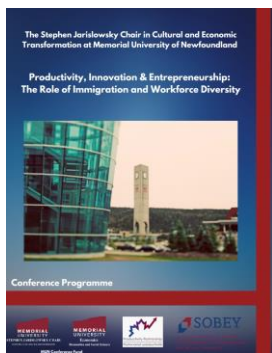
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## Theme 1

### International Migration Conference



Organized by the Jarislowsky Chair research team, a two-day conference on “Productivity, Innovation and Entrepreneurship: The Role of Immigration and

Workforce Diversity,” was held at Memorial University in St. John’s, Newfoundland & Labrador on November 25th and 26th, 2019.

The conference brought together university researchers, research institutions, Statistic Canada researchers, policymakers, practitioners from the business sector, and immigrant service organizations to share knowledge on existing work in the immigration field, to address important issues on how to

improve immigrants’ performance in productivity, innovation, and entrepreneurship in order to make maximum use of the immigrant human and social capital, and assist immigrants in fully integrating and contributing to the economy and society in NL and Canada as a whole.

Dr. Jennifer Hunt (James Cullen Chair Professor from Rutgers University; the first Chief Economist of the U.S. Department of Labor under the Obama Administration) and Dr. Arthur Sweetman (Ontario Research Chair and Professor from McMaster University) gave the keynote addresses.

For detailed information on the conference, the conference report, and photos of the conference, please refer to

<https://www.mun.ca/jchair/>.



## Theme 2

### In the news

“Newfoundland & Labrador’s Important Mining Industry and China’s beneficial role to the industry during COVID-19,” CBC; May 21, 2020.

During an interview with CBC, Dr. Fang explains how China's COVID-19 stimulus measures may be beneficial for Newfoundland & Labrador's Economy through a potential investment in Newfoundland & Labrador's mining industry.

<https://www.cbc.ca/news/canada/newfoundland-labrador/nl-ioc-iron-ore-covid-19-china-1.5576800>

[“Association for New Canadians’ Diversity Summit 2020,” Telegram; June 24, 2020.](#)

The online event is a pan-provincial forum designed to explore how diversity improves the sustainability of businesses and communities in Newfoundland and Labrador.

Joined by Pam Anstey (executive director of the St. John's Farmer's Market) and Lloydetta Quaiocoe (founder and CEO of Sharing Our Cultures), Dr. Tony Fang participated in a roundtable discussion on how multiculturalism helps Newfoundland and Labrador's economy. Newfoundland and Labrador is witnessing a consistent population decline, and Fang said immigration is essential to an economy frequently dealing with labour shortages by citing a recent NL Workforce Innovation Centre survey of 300 employers.

<https://www.thetelegram.com/business/local-business/how-multiculturalism-helps->

[newfoundland-and-labradors-economy-466437/](#)



From the left, Pam Anstey, Lloydetta Quaiocoe and Tony Fang. — TELEGRAM FILE PHOTOS - File Photo

[“COVID-19 second wave will hurt Atlantic Canada's economy,” Telegram; June 27, 2020.](#)

Dr. Fang, Downtown Halifax Business Commission CEO Paul Mackinnon, and AnnMarie Boudreau, CEO of the St. John's Board of Trade commented on the reason why people of Atlantic Canada are pessimistic about a potential second wave of COVID-19 hitting Atlantic Canada. Dr.

Fang said that due to the resource-based economy on Atlantic Canada, the second wave of the COVID-19 would have a double whammy or triple whammy effect on the economy.

## Business

### COVID-19 Second wave will hurt Atlantic Canada's economy

Pandemic fatigue, uncertainty of government support among reasons N.L. economist believes impact could be harsher

By Tony Fang  
Downtown Halifax Business Commission CEO

As the Atlantic region braces for a potential second wave of COVID-19, many are pessimistic about the economic impact. Paul Mackinnon, CEO of the Downtown Halifax Business Commission, and AnnMarie Boudreau, CEO of the St. John's Board of Trade, commented on the reason why people of Atlantic Canada are pessimistic about a potential second wave of COVID-19 hitting Atlantic Canada.

Dr. Tony Fang, CEO of the Downtown Halifax Business Commission, said that due to the resource-based economy on Atlantic Canada, the second wave of the COVID-19 would have a double whammy or triple whammy effect on the economy.

Mackinnon said that the region is already facing a significant economic downturn due to the first wave of COVID-19. He said that the uncertainty of government support is a major concern for businesses. Boudreau said that the region is also facing a significant economic downturn due to the first wave of COVID-19. She said that the uncertainty of government support is a major concern for businesses.

Fang said that the region is also facing a significant economic downturn due to the first wave of COVID-19. He said that the uncertainty of government support is a major concern for businesses.

<https://www.thetelegram.com/business/local-business/economic-uncertainty-abounds-if-second-wave-hits-atlantic-canada-478149/>

“See to Sky: PEI Aerospace, Defence and Marine Conference 2020”; August 12, 2020.

The **Sea to Sky** conference is an annual event that brings together stakeholders and industry leaders in the aerospace, defence and marine sectors.

Dr. Tony Fang was invited as a special guest and gave an presentation on “Employer Perceptions on Hiring, Retention, Immigration and Growth in Atlantic Canada.”



<https://seatoskyconference.ca>

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### Theme 3

#### Existing and Upcoming research projects

Employer Perceptions towards hiring Newcomers and International Students in Atlantic Canada

This project is funded by Atlantic Canada Opportunities Agency (ACOA) and investigates the attitudes of employers in Atlantic Canada towards hiring newcomers and international students by conducting an employer survey in all four Atlantic provinces.

Employer Perceptions towards hiring Newcomers and International Students in Newfoundland and Labrador

This project has been funded by Newfoundland and Labrador's Workforce Innovation Centre with a similar purpose but will focus on employers in Newfoundland and Labrador. The study will include a longitudinal study (2019-2021) to understand how labour market conditions are changing over time.

Productivity, Firms, and Income

Funded by a SSHRC partnership grant, this project emphasizes on the attraction and retention of highly skilled immigrants and international students, which is amendable by governance and public policy at federal, provincial, and municipal levels. The project will contribute to the understanding of Community, Regional, and Enterprise Development. This will allow Newfoundland and Labrador to meet looming demographic challenges and alleviate labour and skill shortages, and in turn, enhance workplace productivity and organizational performance, which would be a key driver for long-term economic growth and social development in the province. The inflow of skilled immigrants and international students will also enrich the already vibrant and unique traditions in Newfoundland and Labrador.

### The Short-term and Long-term Impacts of COVID-19 Pandemic on Business Operations, Hiring Practices, and Alternative Work Arrangements in NL

Through a series of employer consultations and focus group discussion by phone and web meetings, this public engagement project is aiming to develop a better understanding of the short-term and long-term impacts of COVID-19 Pandemic on Business Operations, Hiring Practices, and Alternative Work Arrangements in NL. By shedding light on the nature of these impacts, this project can also build knowledge for organizations to develop potential strategies for managing recovery efforts, addressing systemic inequalities in our societies, and building resilience to handle later waves of the pandemic as well as other emergencies.

The team has applied for the Harris Center Quick Start fund for public engagement with the St. John's Board of Trade as our business partner. This project helps meet the objectives of Memorial University's Public Engagement Framework.

### Memorial University of Newfoundland – Research Grant and Contract Services (RGCS) Multidisciplinary Fund SMB

This project emphasizes the multidisciplinary nature of research that is about the relationship between mass media representation and immigrant integration. This project will provide fertile grounds for new perspectives on immigration research.

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## Theme 4

### Recent publications

- Frangi, L., Zhang, T., & Hebdon, R. (2020). **Tweeting and retweeting for fight for \$15: Unions as dinosaur opinion leaders?**. *British Journal of Industrial Relations*, 58(2), 301-335.
- Mysicka, R., Cutler, L., & Zhang, T. (2020). **Licence to Capture: The Cost Consequences to Consumers of Occupational Regulation in Canada**. *Commentary-CD Howe Institute*, (575), 1-20.
- Fang, T, Gunderson, M and Long R.2020. **“Profit Sharing and Workplace Productivity: Does Teamwork Play a Role?”** *Relations*



industrielles/Industrial Relations.

Forthcoming.

- Qian, Furong; Hong, Jin; Hou, Bojun; Fang, T. 2020. "Technology Transfer Channels and Innovation Efficiency: Empirical Evidence from Chinese Manufacturing Industries". Transactions on Engineering Management. Forthcoming.

- Fang, T. and Messacar, D. 2019. "Voluntary Job Separations and Traditional versus Flexible Workplace Saving Plans: Evidence from Canada," Canadian Public Policy, 45(2), pp. 239-261.

- Fang, T. 2019. "A Tale of Two Strategies: Economic Growth Strategy and Talent Management Strategy in China," in Handbook on China Globalization, Edward Elgar Publishers: UK.

- Fang, T, Ge Y, Fan YQ. 2019. "Unions and the Productivity Performance of Multinational Enterprises: Evidence from China," Asian Business & Management, 18(4), 281-300.

Dr. Fang served as an examiner for Hua Que's PhD thesis titled "*Surviving to Thriving: Post-secondary Education for Refugee Youth in Smaller Centers in Canada*" and attended the defense on Dec. 9, 2019.



Dr. Fang served as an examiner for Sonja Knutson's PhD thesis titled "*International education leadership experiences in Canadian universities: Policy and practice*" and attended the defense on April 2, 2020.



Dr. Fang served as an examiner for Jason Adams, Queens University. His PhD thesis titled "*Examinations of the Labour Market Outcomes and Housing of Ontario Social Assistance*" and attended the online defense on August 27, 2020.



## Theme 5

### Academic Activities

#### Doctoral examiner

## Workshops

June 23, 2020; Dr. Fang offered a online training workshop titled "*Migration research gyms*" at Ryerson University in Toronto to emerging research scholars to hone their research skills. Most of the participants in this workshop were junior faculty members, PhD students and some master students.

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## Theme 6

### Events

#### The Symposium on Canadian Democratic System



On Feb 6th, 2020, Dr. Tony Fang took part in the Symposium on Canadian Democratic System with the Hon. Jody Wilson-Raybould, MP and the Hon. Jane Philpott. Also Ryan Cleary, former MP; Paul Lane, MHA; and Dr. Alex Marland.

#### "Atlantic Summit 2020: Pivot to Prosperity"; June 2 & June 9, 2020

The Atlantic Immigration Summit is an annual and outcome-oriented event designed to engage people across sectors for a provocative dialogue and exchange on immigration. The main focus was on innovative, practical, and actionable solutions to strengthen Atlantic Canada's immigration system and improve economic performance with an emphasis on building inclusive communities.



This year, in response to the significant impact of the COVID-19 on immigrants and immigration policies and programs, the summit brought together leaders in government, business, education, and social services, for a forward-looking exploration of what it will take to confront old challenges compounded by the COVID-19 crisis, and to understand what changes need to be made in Atlantic Canada to confront pre-existing challenges pertaining to regional economic growth and immigration in a post-pandemic world.

The team was invited to the Atlantic summit and Dr. Fang also made a presentation on “Recruitment and Retention of Newcomers: The Role of Employers”.

<https://ppforum.ca/event/atlantic-summit-2020/>



## Theme 7

### New team members

#### Tingting Zhang

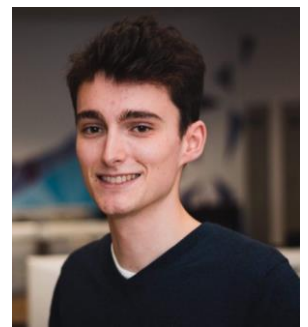


She is an Assistant Professor of Organization Studies and Analytics at Girard School of Management, Merrimack College in North Andover, Massachusetts, USA. Her research interest focuses on how various training and development mechanisms, such as occupational licensing, certificates, apprenticeship, and other non-degree occupational credentials, affect employees' labor market performances and career outcomes. She earned a Doctorate in Industrial Relations and Human Resources and a Master in Economics from the University of

Toronto. She published in journals such as British Journal of Industrial Relations, International Migration Review, Education Finance and Policy, International Journal of Training and Development, and Canadian Public Policy.

#### Alex Wells David

He is an undergraduate research assistant pursuing a joint Bachelor of Commerce and Bachelor of Arts in Economics at Memorial



University. He is assisting the Stephen Jarislofsky chair in various projects on immigration and labour research. His areas of interest include the economics of immigration and labour.

#### Elahe Nezhadossein



She is a Ph.D. candidate (ABD) in Sociology at Memorial University, following studies at University of Tehran (Bachelor of Political Science 2007; Masters of Political Sciences 2010) and at New Mexico State University (Masters of Sociology 2014. Minor: Women Studies). During her Ph.D. studies, she also had

the opportunity to work with the Association for New Canadians on topics related to immigrants and refugees, culture and media. Elahe has taught courses at university level, including Introduction to Sociology, and has guest lectured on topics related to culture, technology, and media.

### Ramy–El Gharbawy



He is an undergraduate research assistant majoring in Economics and minoring in Mathematics at Memorial University. His research interests include immigration, data collection, data analysis, economic trends and investment.

### Peace John Onyinyechi



She is a M.A student majoring in Economics at Memorial University of Newfoundland. Her research interests span across issues of Africa's migration, immigration policies, labour market transition of international students, and immigrants' assimilation. She has written a number of published articles, including one for the Open University, UK. She previously

held a research analyst position in a think-tank in Africa that conducts evidence-based research. In that position she worked on surveys in Nigeria. Peace holds a bachelor's degree in Economics from the University of Abuja, Nigeria, and she is a recipient of several scholarships and awards. She hopes to pursue a PhD in Economics after her MA program.

### Braden Dennis Smeaton

He is an undergraduant research assistant pursuing a joint Bachelor of Commerce and Bachelor of Arts in Economics at Memorial University. His areas of interest include immigration, environmental economics, and investment.



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