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Migration Review, International Journal of Training and Development, and Canadian Public Policy. 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.

Elahe Nezhadossein

Elahe has recently successfully defended her thesis and earned her Ph.D. degree in Sociology at Memorial University. She has taught courses at a university level, including Introduction to Sociology, and has guest lectured on topics related to culture, technology, and media. She is currently working on a research project that focuses on mass media and immigration integration policies in Atlantic Canada.

Alex David Wells

Alex has worked for the Stephen Jarislowsky Chair in various projects on immigration,

Theme 1

Congratulations to Tingting, Elahe, and Alex!

Tingting Zhang

Dr. Zhang was appointed as an Assistant Professor in the School of Labor and Employment Relations at the University of Illinois Urbana-Champaign, one of the most prestigious universities in the world.

She has published in journals such as *British Journal of Industrial Relations, International*

international students, and labour market research for more than one year.

He was recently offered an internship opportunity with the Atlantic Canada Opportunities Agency (ACOA). He will help small businesses implement strategies and programs to recover from the COVID pandemic and will be performing preliminary reviews for funding proposals.

Theme 2

In the News

Sharing Our Cultures

Sharing Our Cultures is a series of TV programs produced by Rogers TV and hosted by Dr. Lloydetta Quaiocoe to share remarkable stories of individuals from around the world who are calling NL home.



October 15, 2020. Dr. Fang was invited to the show. He shared his own experiences as a MUN graduate student and a professor in NL. He also shared his research findings on employers' attitudes towards hiring newcomers and international students, which is one of the key factors affecting their labour market performance.

<https://rogerstv.com/media?lid=237&rid=24&qid=591553>



Profit-sharing systems on productivity, especially during this pandemic

January 19, 2021. Dr. Fang was invited to a radio interview regarding “profit sharing systems on productivity, especially during this pandemic,” on “This Morning” by TBS eFM (101.3 MHz), the first all-English radio station in Seoul, South Korea, as the President Moon



Jae-in of the country urged businesses thriving in the pandemic to share profits amid rising inequality..

<http://tbs.seoul.kr/cont/eFM/ThisMorning/introduction/introduction.do?programId=PG2060171>

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Theme 3

Existing and Upcoming Research Projects

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

This project was funded by Newfoundland and Labrador's Workforce Innovation Centre and is focused on labour market dynamics in Newfoundland and Labrador and employer perceptions towards hiring newcomers and international students. The first stage of the project has been completed with five mini reports based on a survey to over 300 employers across NL.

The second stage of the project will focus on evaluating impacts of the COVID-19 pandemic on the NL labour market and business and public policy response to COVID-19 in the short-term and longer-term and possible changes in employer hiring attitude towards newcomers and international students.

Developing Social Enterprises for Access to Culturally Diverse Food and Ingredients: The Case of the St. John's Community Market

Agriculture development, food security, and meaningful employment to immigrants are always important issues in NL. This project aims to address these issues by providing an innovative solution to help the St. John's farmer groups grow into a social enterprise, which combines farmers, ingredient suppliers, diverse cultural food providers, immigrant entrepreneurs, and immigrant employees.

We have applied and secured a regional development fund launched by The Department of Industry, Energy and Technology of the Government of Newfoundland and Labrador. In this project, by employing a social cost-and-benefit analysis, we aim to thoroughly evaluate the social, cultural, and environmental impacts that could be brought forth by the St. John's farmers groups' potential transition to a social enterprise, while also assessing its economic viability and exploring the opportunities and potential challenges of developing a social enterprise business. We will also look at the policies and support that the government may propose to help facilitate the start-up or development of this potential social enterprise. <https://www.gov.nl.ca/releases/2021/iet/0115n09/>

Policy and Image: Canadian Mass Media and Immigrant Integration

Mass media may have significant effects on immigrant images and efficacy of state integration policies of immigrants. By conducting formal and informal interviews with media producers, this research will address the complex and dynamic relationship between immigration/integration policies and mass media in Canada, especially in the Atlantic region. The project is funded by Memorial University of Newfoundland – Seed, Bridge and Multidisciplinary Fund of the Research Grant and Contract Services (RGCS).

Developing Better Understanding of the Integration Needs of Newcomers in the NL Labour Market: A Public Engagement Project

Working with the ANC (Association for New Canadians) to conduct public consultations with employers, newcomers, and settlement agencies, this project will develop deep understanding of immigrants' experiences, challenges, and expectations regarding integrating into the NL workplace. This project will also identify best or promising practices that make immigrants' integration successful in NL and develop a suite of training materials to be delivered to hundreds of business owners and employees annually.

This project is funded by the Harris Center's Public Engagement Accelerator Fund.

Evaluating the Impacts of the COVID-19 Pandemic and the Efficacy of Business Responses and Recovery Policies in Newfoundland and Labrador

Businesses are responding to a severe global pandemic in various ways, and HRM practices are becoming more agile and responsive as a consequence of the changing world of business. Funded by the JR Smallwood Foundation research grant, this project will investigate changes in public policies and organisational behaviours during the pandemic, including changes in business operations, workplace practices, and alternative work arrangements both in the short-term and longer-run.

Understanding barriers of student participation in outbound mobility to Latin America

Outbound mobility is now considered as equally important inbound mobility by Canada's institutions of higher education, according to Canada's International Education Strategy, 2019-2024. The Jarislowsky chair research team is currently collaborating with researchers from Lakehead University, Vancouver Island University, and Carleton University to conduct relevant literature review and student surveys in

order to identify potential barriers for Canadian postsecondary students to participate in outbound mobility programs to Latin America. This project also aims to improve program design and provide support to students from low-income families, students with disabilities, and indigenous students, and develop promotional strategies to increase outbound mobility to Latin America.

Theme 4

Recent Publications

- Fang, T, Gunderson M., and Lin C. (2020). **The Impact of Minimum Wages on Wages, Wage Spillovers and Employment in China: Evidence from Longitudinal Individual-Level Data,** *Review of Development Economics* <https://onlinelibrary.wiley.com/doi/full/10.1111/rode.12741>
- Fang, T, et. al. **“Syrian Refugee Integration in Newfoundland and Labrador,”** in *A National Project: Canada’s Syrian Refugee Resettlement Experience*, McGill-Queen’s University Press, 2020.
- Frangi, Lorenzo, Tingting Zhang, and Rupa Banerjee. (2020) **Constructing Inequalities: Tenure Trajectories of Immigrant Workers and Union Strategies in the Milan**

Construction Sector. *British Journal of Industrial Relations.*

Theme 5

Academic Activities

- October 2, 2020. Dr. Fang was invited to participate in a roundtable discussion regarding **“Improving our understanding of temporary migrants in Canada: Critical reflections, challenges, and strategies for data analysis,”** hosted by the Canada Excellence Research Chair (CERC) in Migration and Integration in Ryson University.
- October 7, 2020. Dr. Fang was invited to speak as a panelist for the session **“Spotlight on Immigration and Settlement”** at the event of **Public Policy & the Data Revolution: Building on 20 years of CRDCN research impact.”**



- On November 1, 2020. Dr. Fang delivered a keynote speech on the *Impact of the COVID-19 Global Pandemic on Business Operations and Alternative Arrangements* at the 2020 “Chinese Labour Economists Forum” (online).
- November 14, 2020. Dr. Fang was invited as a Keynote speaker at the TESL NL conference (Teachers of English as a Second Language–Newfoundland & Labrador). He delivered a lecture entitled “*Employer Attitudes Towards Hiring Newcomers and International Students in NL.*” The lecture was very well received by the conference participants.



Theme 6

Community Engagement

Jarislowsky Chair Advisory Committee Meeting

For the first time, the annual Jarislowsky Chair Advisory Committee meeting was held online on October 27, 2020. Committee Chair, Dr. Simpson (Dean of HSS) hosted the meeting. Mr. Stephen Jarislowsky, Ms. Eve Beauchamp, Mr. Remzi Cej, Dr. Chris Robinson, Dr. Ather Arbari, Dr. Ratana Chuenpagdee, Dr. Tana Allen, Dr. Jennifer Selby, Jarislowsky research team members, Dr. Tony Fang, Dr. Jane Zhu, Alex David Wells, Braden Dennis Smeaton, Charlene Burke (Secretary to the Associate Deans), and Lynn Murphy (Economics Department Secretary), attended the meeting.



Mr. Stephen Jarislowsky made the opening remarks. He emphasized his contentment with Dr. Fang and the team’s research. He hoped the

research findings will bring more people to NL, and help industrialize the provincial economy. Dr. Fang stated what he and his team have done in research, community engagement, and young scholar training in the past year. Advisory Committee members shared their opinions and comments on Dr. Fang and his team's work.

The press conference on a new immigration pathway under NLPNP



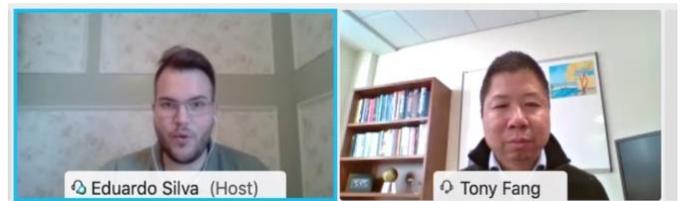
On November 11, 2020, Dr. Fang was invited to attend a NL government press conference regarding a new immigration pathway under the Newfoundland and Labrador Provincial Nominee Program (NLPNP), which aims to attract highly educated and highly skilled newcomers with specialized experience working in sectors, such as technology, in order to meet the growing demand for skilled and experienced workers.

<https://www.gov.nl.ca/releases/2020/exec/1118n02/>

Webinar on “Understanding Newfoundland and Labrador economy and the opportunities for international graduate students”



Dr. Fang and Eduardo Silva co-hosted a webinar for MUN international graduate students on November 30, 2020. Dr. Fang used Statistics Canada data and evidence from his employer attitude survey and demonstrated that international graduate students at MUN had similar chances to find employment opportunities in St. Johns' when compared to other urban centres in Canada.



Projects Alignment with Food First NL

On January 13, 2021, Dr. Fang held an online meeting with Joshua Smee, the CEO of Food First NL, and Sarah Crocker, the Program Coordinator, to discuss an innovative solution that could improve the food supply chain in NL. Food First NL is a provincial, non-profit organization, which brings together 300 organizations and individuals to improve food security in NL.



Theme 7

New Team Member

Dr. Na Xiao



Dr. Na Xiao is an Associate Professor in the Faculty of Management at Laurentian University. She has graduated from

Queen's University in Canada, and Tsinghua University in China. Her research interests are immigrants' identity, workforce, innovation, goals, product evaluations, gifting, etc. She has expertise in both quantitative and qualitative methodology.

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ECONOMICS AND CULTURAL TRANSFORMATION