

# Jarislowsky Chair Newsletter

Vol. 12, September 2019



[www.mun.ca](http://www.mun.ca)

Edited by Paula Struk Jaia and Jane Zhu

## IN THIS ISSUE

- Theme 1** | Reappointment of the Jarislowsky Chair
- Theme 2** | In the news
- Theme 3** | Existing and upcoming research projects
- Theme 4** | Upcoming workshop
- Theme 5** | Recent publications
- Theme 6** | Events
- Theme 7** | Conferences presentations
- Theme 8** | NL employer consultation
- Theme 9** | Alumni news
- Theme 10** | New team members

## Theme 2

### In the news

[Dr. Tony Fang named researcher of the month](#)

Dr. Tony Fang is a full professor and the Stephen Jarislowsky Chair at Memorial University of Newfoundland, a J. Robert Beyster Faculty Fellow at Rutgers University. He also sits on the World Bank's Expert Advisory Committee on Migration and Development and served as the President of the Chinese Economists Society (2012-13). Check out the following link to read the entire interview regarding his program of research and future plans:

[https://www.mun.ca/hss/research/researcher\\_of\\_the\\_month.php](https://www.mun.ca/hss/research/researcher_of_the_month.php)

[Debate over \\$15/hour minimum wage in Newfoundland and Labrador](#)

The Telegram, August 2, 2019. Dr. Fang participated in a debate over \$15 per hour minimum wages in NL as the government is conducting a provincial wide consultation among major stakeholders of the economy, weighing on the pros and cons of higher minimum wages.

Check out the following link which includes Dr. Fang's interview: <https://www.thetelegram.com/news/local/debate-over-15hour-minimum-wage-ramps-up-in-newfoundland-and-labrador-339314/>

["CrossTalk" on integration and contribution of immigrants;](#)

CBC, April 17, 2019. "Do you support immigration as a way to grow the population?" with Don Mills and Ramona Dearing. Dr. Fang was a panelist in a discussion about migration and NL's alarming demographic challenges. Check out the following link for the entire panel discussion:

<https://www.cbc.ca/news/canada/newfoundland-labrador/programs/crosstalk/immigration-1.5101772>

## Theme 1

### Reappointment of the Jarislowsky Chair

Dr. Tony Fang was reappointed as the Stephen Jarislowsky Chair in Cultural and Economic Transformation for another 5-year term by the Provost and Vice-President (Academic), Dr. Noreen Golfman, on July 31, after rigorous external reviews and consultations with the Jarislowsky Advisory Committee. Congratulations, Dr. Fang!



---

## Theme 3

### Existing and Upcoming research projects

Hiring and retaining Skilled Workers in Atlantic Canada: This project is funded by the Public Policy Forum. The main objective of the project is to consult with employers to understand their perceptions and challenges towards hiring skilled workers and immigrants

Employer Perceptions towards hiring Newcomers and International Students in Atlantic Canada: This project is funded by Atlantic Canada Opportunities Agency (ACOA) and will investigate 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: In collaboration with Professor Mike Veall at McMaster, this project will emphasize 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 organization. This 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.

---

## Theme 4

### Upcoming workshop

Productivity, Entrepreneurship, and Innovation - Role of Immigration and Workforce Diversity: This two-day workshop will be held on November 25-26. The event will focus on immigration and diversity, and the implications for productivity,

innovation and entrepreneurship. Speakers who are highly knowledgeable and experienced in these topics will be presenting their perspectives.

---

## Theme 5

### Recent publications

- Fang T and Lee B. " The Effects of Work-Life Benefits on Employment Outcomes in Canada: A Multivariate Analysis." Relations industrielles/Industrial Relations, 2019, Vol. 74(2), pp.323-352.
- 2019 Fang, T, Ge Y and Jiang YH. "Access to Imported Intermediates and Intra-firm Wage Inequality." The World Economy. 2019, Vol 42(6), pp. 2364-2384.
- Fang, T, Wei X, Jiao Y. "Language Premium Myth or Fact: Evidence from Migrant Workers of Guangdong, China." 2019, Journal of Labour Research. <https://doi.org/10.1007/s12122-019-09286-z>.
- Cadsby F, Engel-Warnick J., Fang, T, and Song F). "Invoking Social Comparison to Improve Performance by Ranking Employees: The Moderating Effects of Public Ranking, Rank Pay and Individual Risk attitudes", Journal of Economic Psychology, 2019, Vol. 72, pp. 64-79.

---

## Theme 6

### Events

#### The Atlantic Immigration Summit

Dr. Tony Fang was a featured speaker at the Atlantic Immigration Summit on April 17-18 in St. John's, NL. The Atlantic Immigration Summit is an outcome-oriented event series 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.

### The International Metropolis Conference

In June, Dr. Tony Fang contributed to the International Metropolis Conference, hosted by the Department of Immigration, Refugees and Citizenship Canada, in Ottawa, Ontario. Dr. Fang, together with Martin Geiger, took part in the workshop “The Attraction and Retention of Migrant Talent: Trends, Experiences, and Approaches.”



## Theme 7

### Conferences presentations

Fang, T. “Hiring and Retaining Skilled Workers in Atlantic Canada.” Invited Speaker and Session Chair at the Conference on “70 Years of Migration and Interaction,” July 13, 2019, Beijing, China.



Fang, T. “Where Did the Time Go? The Effects of China’s Two-Day Weekend Policy on Labour Supply, Household Work, and Leisure Activities.” Sixth Annual Meeting of the International Consortium for China Studies, “The Rise of China and Its Impact on Developing Countries”. The Carter Centre, May 31-June 1, 2019, Atlanta, GA.



Fang, T. “Innovation, Entrepreneurship, and Global Talent Policies.” Keynote Address, the 10th Global Chinese Business Forum, July 9, 2019, Kunshan, China.



2019 Fang, T. “Global Talent Management Strategies in a New Era.” Keynote Speech, 2019 President Forum of the Chinese Economists Society, June 7, 2019, Dalian, China.

## Theme 8

### Employer Consultation at St. John’s Board of Trade

Sponsored by the Public Policy Forum, St. John’s Board of Trade, and the Harris Centre, we held an Employer Consultation session in St. John’s on May 21st, for the study on “Skill shortages and Hiring Skilled Workers in Atlantic Canada” for a joint project between Memorial and The Public Policy Forum. The main objective was to analyze and understand attitudes and perceptions towards hiring and





retaining skilled workers, including immigrants, refugees, international students, and temporary foreign workers in NL. Four industries were represented at the event: IT, education, oil and gas,

and business.

Many thanks to the employers who participated for bringing their experiences and insights to the event, and for engaging in such fruitful, constructive and open exchanges that will help us provide recommendations to both public and private sectors on how to better recruit and retain skilled workers in NL.



## Theme 9

### Alumni news

#### Kerri Claire Neil



Kerri is currently juggling two jobs that bring together her academic and activist interests. She is working part-time as Communications Coordinator for the On the Move Partnership at Memorial University, where she is responsible for archiving and sharing the impressive results from the seven-year research

project on employment-related geographical mobility in Canada and beyond. She is also working part-time as Project Director for the Social Justice Co-operative NL, where she is organizing, agitating, and educating activists to build a just transition plan for a post-oil NL to prevent further damage from climate change

#### Jason Waters

He is a performance audit professional with the Office of the Auditor General of Canada in Ottawa, Ontario. In this role, he contributes to the OAG's work ensuring that the Government of Canada carries out its activities with due regard for efficiency, economy,



effectiveness and the environment. Jason is currently assigned to work on the Office's strategic planning exercise in the natural resources sector that will inform a risk-based audit plan for the next 3-5 years.

#### Halina Sapeha



This summer our team member Dr. Halina Sapeha is starting a one-year position as an Assistant Professor in the Department of Economics, Philosophy and Political Science at the University of British Columbia, Okanagan campus in Kelowna. Halina earned her PhD in Comparative Public Policy from

McMaster University. Her research interests include international migration, integration of immigrants, comparative and global public policy, and policy networks. Halina was a Public Engagement Postdoctoral Fellow with the Jarislawsky research team at Memorial University of Newfoundland. She has also conducted quantitative and qualitative research at the University of Victoria, United Nations University, Ryerson University, and McMaster University, held posts in international agencies and think tanks throughout Europe, and worked on surveys in Canada and abroad for COMPAS Research.

#### Troy Osmond

He graduated from Memorial University with a Master of Arts in Economics in October 2018. Mr. Osmond currently works at the Newfoundland and Labrador branch of the Atlantic Canada Opportunities Agency (ACOA) within the





Policy, Economics and Communications department as an economic analyst. Mr. Osmond has conducted analysis on a vast range of topics including economic modeling, sectoral analysis, geographic performance, skills and education shortages and fiscal conditions. Troy has presented his analysis to a range of groups in different provinces. These presentations and attending conferences have allowed him to grow his network of connections.

## Theme 10

### New team members

#### Gunnar K. A. Njalsson



Gunnar is an Estonian economist and administrative scientist specializing in administration of technologies in the public sector and national innovation programs. He is also a specialist in outer space law. He completed his master's degree with honors at the University of Helsinki (one of the top 100 world universities) in two and a half years and completed the doctoral course program (all but dissertation) at the University of Helsinki with highest honors. He received competitive funding from Finnish and Swedish scholarly foundations and researched with funding from the Academy of Finland at the Institute of Air and Space Law of the University of Lapland, Finland. His teaching experience and competence ranges from 5th grade mathematics to public administration and economics at the university level. Gunnar is currently involved in research focused on digital nomadism and private entrepreneurship as well as digital citizenship, cyberespionage and information warfare. He is the author of the popular resource "Gunnar's Basic Internet Security Guide". Gunnar is fluent in Swedish, Estonian, English, Finnish, Spanish and Norwegian.

#### Xiaojie Yang

He is an Associate Professor at the School of Management and School of Emergency Management, Xihua university. He is also a graduate supervisor with a research focus on management, environmental economics, and emergency management. He has participated in one provincial and ministerial project, four



departmental projects, and more than thirty government-commissioned projects. As the principal researcher, he participated in a national social science foundation project and two national social science foundation projects. He presided over and wrote more than forty projects commissioned by government departments and business enterprises and participated in the preparation of two policy recommendations that were both adopted by the provincial government. He has authored one textbook and has published more than ten scholarly papers on business management and environmental economics.

#### Lv Hui

She is an Associate Professor of Xihua University, Sichuan, China where she is also the head of the Department of Finance and Asset Appraisal of the School of Management. She obtained her master's degree in business management from Sichuan University. Her main areas of



research are corporate governance and value assessment. She has published related papers in major academic journals. She teaches Finance Management and Asset Appraisal for undergraduates. Hui is also in charge of the curriculum revisions of undergraduate management program and the implementation of teaching tasks. A student under her guidance won the first-place prize for twice in the national asset assessment knowledge competition.

## Contact us

Dr. Tony Fang

Email: [tfang@mun.ca](mailto:tfang@mun.ca)

Website: [mun.ca/jchair](http://mun.ca/jchair)

Twitter: [@JChair\\_NL](https://twitter.com/JChair_NL)

Facebook: [Stephen Jarislowsky Chair NL](https://www.facebook.com/StephenJarislowskyChairNL)