

Important Dates

Mon. Nov. 14 – Thurs. Nov. 17
International Coffee breaks

Wednesday, November 16
Levene MBA & EMBA
Information Session

Thursday, November 17
CUPE & APT Staff Meeting
9:00 – 10:00 a.m. in ED 560

Friday, November 18
Coffee party
9:30 – 10:00 a.m. in ED 560

Friday, November 18
Research Presentation
10:00 – 11:00 a.m. in ED 560

Friday, November 18
Teaching Workshop
11:00a.m. – 12:00noon in ED 558

Friday, November 25
Hill BSS Winter Gala

Sat., Nov. 26 & Sat. Dec. 3
GMAT Prep Course

Tuesday, November 29
Dean's Honours List Event
1:30 – 2:30 p.m. in ED 562

Tuesday, November 29
Joint Leaders Council Exec &
Hill & Levene Advisory Board
meeting

Tuesday, November 29
Leaders Council AGM &
Holiday Gathering

Friday, December 2
Research Presentation
11:00a.m. – 12:00noon in ED 558

Coffee Party

Join your colleagues for a Coffee Party on Friday, November 18 from 9:30 to 10:00 in ED 562.

Research Presentation – Nov 18

A research presentation is scheduled:

Date & time: Friday, November 18 from 10:00 – 11:00 a.m.

Location: ED 560

Alison Konrad from the Richard Ivey School of Business will present *High-Involvement Work Practices and Career Advancement: Testing Promotions for All Employees and for Historically Marginalized Group Members*

Research Summary: This talk will focus upon a study which examines the effects of high-involvement work practices (HIWPs) on employee promotions to test whether these practices improve promotion opportunities in general and for members of historically marginalized groups relative to their more predominant counterparts. We develop and test a multi-level perspective on promotions in organizations to predict that promotions for full-time employees are positively associated with the presence of a human resource management (HRM) department and HIWPs, and negatively associated with the proportion of permanent part-time employees (n of establishments \approx 1000, n of employees \approx 6000). Supporting a multi-level theoretical perspective, all four HIWPs, advanced compensation systems, training, empowerment, and performance appraisal linked to rewards, show some positive associations with employee promotions, as do the presence of an HRM department and the absence of a large contingent of permanent part-time employees. Most tests examining demographic characteristics as potential moderators were non-significant, indicating that HIWPs show similar associations with promotions for marginalized and predominant group members. The significant moderators that were observed indicated that women and racial/ethnic minorities received disproportionate promotion benefits, while immigrants experienced mixed effects and promotion opportunities were reduced by HIWPs for workers with disabilities. (Co-authored study with Yang Yang, Rowan U., USA & Bradley Corbett, RMUTT, Thailand)

Teaching Workshop – Nov 18

A teaching workshop is scheduled:

Date & time: Friday, November 18 from 11:00 a.m. – 12:00 noon

Location: ED 558

The teaching committee and Program Lead International along with UR International will be conducting a teaching workshop on Internationalization. In this workshop, the UR International team would like to obtain feedback from our faculty members regarding the issues faced by the international students in our faculty. They will provide information about the programs and resources available at UR International that have been successfully implemented in other Faculties. We will also discuss how these services can be customized to meet the needs of business students. There will also be a discussion about the opportunities of international exposure for our local students.

Please RSVP to **Maria Roy** by 4:00 p.m. Monday, November 14.

Important Dates

(continued)

Fri., Dec. 2 – Sun. Dec. 4
DEP Module IV in Saskatoon

Wednesday, December 7
What's Business Admin Day

Friday, December 9
Faculty Council
10:00 a.m. – 12:00 noon in
AdHum 527

Friday, December 9
Children's Holiday Party

Walk Ins

This week's walk-in hour for faculty and staff with **Dean Andrew Gaudes** will be:

- Fri. Nov. 18 fr 1:00 – 2:00 p.m.
David Senkow will be Acting Dean November 14 and 15.

Holiday Reception

A Holiday Reception for faculty & staff has been scheduled for Thursday, December 15 from 4:00 to 7:00 p.m. at the University Club.

The festivities will include a come and go cocktail party from 4:00 – 7:00 p.m. If you plan to attend you must RSVP to **Maria Roy** by December 5.

Flu Vaccination Clinic

U of R Health, Safety & Wellness, in partnership with the RQHR and Alliance Health will be providing free influenza vaccination clinics. These will take place on the main campus:

- November 14 & 16 from 9:00 am – 4:00 pm in the RIC Atrium

Visit the website to learn more and print your consent:

<http://www.uregina.ca/hr/hsw/assets/docs/pdf/Health-and-Wellness/vaccination-clinics-poster.pdf>

International Education Week

The Faculty of Business Administration & UR International will celebrate International Education Week November 14 to 18. As has been done previously, we will be running an International Photo Contest.

Stop by the Faculty of Business Admin reception area to vote for your favourite photo and enjoy some International Coffee break treats:

Mon. Nov. 14 French Roast Coffee and French Pastries from France

Tues. Nov. 15 Oolong Tea and Chinese Almond Cookies from China

Wed. Nov. 16 Mexican Hot Chocolate and Mexican Wedding Cookies from Mexico

Thurs. Nov. 17 Regular Coffee and Butter Tarts from Canada

Dean's Honour List Reception

We will be hosting reception to congratulate our students who were on the Dean's Honour List for the Fall 2015, Winter 2016 and Spring/Summer 2016 semesters on Tuesday, November 29 from 1:30 – 2:30 p.m.

Please RSVP to **Raelynn Norbeck** by November 24 if you would like to attend this event.

High School Recruitment – Dec. 7

The Faculty of Business Administration will be welcoming prospective high school students (plus a few parents and guidance counselors) on Wednesday, December 7 for our "What is Business Administration?" information day. The students will be listening to a variety of guest speakers, including mini-lectures by faculty and information sessions by student groups and other areas of the University.

We are looking for instructors to volunteer to give two – 20 minute presentations in the areas of accounting, entrepreneurship, finance, human resource management, international business, marketing, OB/communications and BUS 100. Please let **Raelynn Norbeck** know ASAP if you are interested in participating!

Guest Speakers

- The EMBA's had "Conexus Day" on November 4. Each class featured a Conexus speaker(s), relevant to the class topic. This allowed the class to dive deeper into one organization through a live "case" and view it from 4 different perspectives. This year's speakers included:
 - Eric Dillon, CEO, on role of the CEO in strategy
 - Annette Revet, MBA grad, Sr. VP Governance and Strategy, on the topic of ethics, corporate social responsibility, board governance
 - Jacques De Corby, EMBA grad, Exec VP Marketing and Communications on the topic of research.
 - The Leadership class featured a panel of young 3 leadersPast years have featured speakers from the Regina Police Service and Mosaic.
- **Vanessa Gooliaff Beaupre**, Supervisor, Media & Government Relations and **Peter MacLachlan**, General Manager, North Operations from SaskEnergy were guest speakers in all six sections of BUS 100 on November 2 and 3.