

Important Dates

Mon. Sept. 9 – Sat. Sept. 14

Ivey Visiting Scholar:
Dr. Simon Parker

Monday, September 9

Deloitte Information Booth

8:00 a.m. – 4:00 p.m.

MNP Information Booth

8:00 a.m. – 4:30 p.m.

6th Floor Education Building

Tuesday, September 10

CRA Information Booth

11:00 a.m. – 3:00 p.m.

Deloitte Information Booth

8:00 a.m. – 4:00 p.m.

MNP Information Booth

8:00 a.m. – 12:00 p.m.

6th Floor Education Building

Wednesday, September 11

Virtus Information Booth

8:00 a.m. – 4:00 p.m.

6th Floor Education Building

Thursday, September 12

Virtus Information Booth

8:00 a.m. – 4:00 p.m.

6th Floor Education Building

Friday, September 13

Faculty & Staff Meeting

11:30 – 1:00 p.m. in ED 558

Monday, September 16

KPMG Information Booth

8:00 a.m. – 4:00 p.m.

Stark & Marsh Hallway Spotlight

8:00 – 4:00 p.m.

6th Floor Education Building

Tuesday, September 17

Provincial Auditor Info Booth

9:00 a.m. – 3:00 p.m.

KPMG Information Booth

8:00 a.m. – 4:00 p.m.

6th Floor Education Building

Visit by Dr. Simon Parker

Dr. Simon Parker will be visiting the University of Regina as a visiting scholar from September 9th-14th.

See the email that was sent out on September 6 by the Levene Gradschool which fully outlines the schedule for his visit.

The following opportunities are available if you would like to meet with Dr. Parker during his visit:

- 1 on 1 discussions:
 - Tues. Sept. 10 between 9:30 – 11:00 am or 3:00 – 5:00 pm
 - Wed. Sept. 11 between 9:10 – 10:30 am
 - Thurs. Sept. 12 between 9:30 – 11:00 am or 1:00 – 5:00 pm
 - Contact levene.gradschool@uregina.ca to reserve a time
- Editorial Lunch Q&A: Wed. Sept. 11 at 12:00 noon – 1:30 pm
 - **Contact levene.gradschool@uregina.ca to RSVP before noon Tues. Sept. 10**
- Research Presentation: Fri. Sept. 13 at 10:00 – 11:00 am in ED 230

Bio:

Originally from the UK, Dr. Parker is a Professor of Entrepreneurship at the Ivey Business School, and a Research Fellow at the Institute for the Study of Labour, IZA, in Bonn, Germany. He is a Field Editor at the Journal of Business Venturing and a Co-Editor at the Journal of Economics & Management Strategy. He has published over 70 peer-reviewed articles in economics, entrepreneurship and management journals, and is the author of *The Economics of Entrepreneurship* (Cambridge University Press, 2009). He was as advisor to the OECD on entrepreneurship and SME public policy in Italy in 2013 and Canada in 2015, and is a regular keynote speaker at international conferences and workshops. He also regularly leads doctoral training seminars at universities in the US, UK and Europe.

Dr. Parker writes cases on entrepreneurship, with a particular interest in the challenges and strategies associated with Internet-based start-ups, including their use of social media. His recent cases include a crowdfunded venture, Devium's Dash; a corporate venture, Luminar; intrapreneurship at Alcatel-Lucent; and a new sustainable environmental start-up, Ten Tree International.

HerStory featuring Aimee Schulhauser

Faculty & Staff are invited to attend our first HerStory event for the fall semester featuring **Aimee Schulhauser**, Owner & CEO of Tangerine Group of Companies on Wednesday, September 18 from 4:30 – 6:30 p.m. in the La Cite Rotunda.

This exciting series is a way to foster networking opportunities as well as hear an unfiltered and honest exchange with a woman leader in our community, and is supported by the RBC Woman Executive in Residence program.

Hill Legacy Pin Ceremony

Faculty & Staff are invited to attend the *Hill Legacy Program Pinning Ceremony* on Thursday, September 19 from 2:30 pm - 4:00 pm at the Terrace Building Rotunda, #10 Research Drive.

RSVP to **Raelynn Norbeck** by Friday, September 13 if you plan to attend.

Welcome!

Some of you may have noticed a new face at the Hill School front desk. **Kim Hebert** is with us for the next four months filling the vacant front desk position. Kim is no stranger in the Faculty of Business Administration as she taught BUS 100 as a sessional last year. Feel free to stop by and say hello and/or introduce yourself!

Sabbatical Applications for 2020-2021

The deadline to apply for a sabbatical during 2020-2021 (commencing either July 1, 2020 or January 1, 2021) is **Tuesday, October 1, 2019**.

Academic staff members are eligible for an initial twelve-month sabbatical if they hold an appointment with tenure and have at least six years of continuous employment at the University of Regina. Academic staff members are eligible for a subsequent twelve-month sabbatical after six years of continuous employment since returning from the previous sabbatical (or a subsequent six-month sabbatical after three years). Please see Article 16.7 of the 2017-2021 collective agreement for more information.

Completed sabbatical applications should be submitted to Maria Roy at maria.roy@uregina.ca.

The sabbatical application form was included in the email sent by Maria Roy on September 3. If you have any questions or require additional information, please contact **Saqib Khan**, at business.AD.academic@uregina.ca.

Dean's Research Grant

Hill and Levene faculty members are invited to apply for the 2019/2020 Dean's Research Grant. This annual program provides up to \$5,000 for research projects undertaken by members of the Faculty of Business Administration. Guidelines and application form can be found on the "For Faculty & Staff" section of the website, or attached to the email sent by Business AssocDean Graduate on September 4.

Faculty members can apply by completing the Dean's Research Grant Application form and submitting it to levene.gradschool@uregina.ca by October 15.

Reminder: there will be no call for applications in Winter or Spring 2020. If you have any questions about the process, please feel free to contact **Adrian Pitariu**, at business.AD.levene@uregina.ca.

Academic Performance Review Updates & Reminders

The new Faculty Collective Bargaining Agreement (CBA) for 2017-2021 has introduced a number of changes to the academic performance review process.

Please see the information below for important information regarding new deadlines and new information about the process:

Deadline for academic staff members to notify the Dean of their intent to apply for tenure or promotion (and to submit names of three referees)	September 30 <i>(previously November 30)</i>
Deadline for academic staff members not due for a performance review to request a performance review	September 30 <i>(previously November 30)</i>
Deadline to submit documentation for tenure or promotion application	October 31 <i>(previously November 30)</i>
Deadline for tenure-track faculty members to submit their Annual Information Forms and supporting documentation	December 15 <i>(no change)</i>
Deadline for term faculty members to submit their Annual Information Forms and supporting documentation	January 31 <i>(no change)</i>
Deadline for tenured faculty members to submit their Annual Information Forms and supporting documentation	January 31 <i>(no change)</i>
Deadline to apply for merit by submitting application and supporting documentation (<i>please see message below for changes to the merit process</i>)	January 31 <i>(previously November 30)</i>
Deadline for academic staff members to file notice of appeal with the Faculty Association	July 31 <i>(previously August 15)</i>

Changes to Merit Process:

- The new CBA introduces a Campus Merit Committee to review and consider all applications for merit.
- Academic staff members, may in any year, apply for merit on the grounds of exceptional performance as defined in our Faculty's Criteria Document for their corresponding rank and category.
- **Merit applications should include:**
 - a letter, maximum of two (2) pages, outlining the academic member has met the criteria for merit
 - may include up to two (2) letters of support
 - current CV

Academic Performance Review Updates & Reminders Continued...

Changes to Merit Continued...

- Merit applications are due to the Dean's office by January 31, no late applications will be accepted.
- The Faculty Review Committee will review all applications, and any nominations from the initial reviewer, and decide whether or not to recommend the granting of merit to the Campus Merit Committee. The Review Committee may itself nominate an academic staff member for consideration of merit.
- The Dean will forward to the Campus Merit Committee all merit applications and nominations along with the accompanying CV and written rationales.
- The Campus Merit Committee shall consist of seven members who hold, or have held, academic rank with tenure. The University and the Faculty Association shall each appoint three members.
- The Campus Merit Committee will consider all applications and nominations for merit and decide whether or not to grant merit. In cases where it decides not to support an application or nomination, the Campus Merit Committee will provide the member with a written rationale for its decision.
- The value of merit is equal to one increment for the category and rank.

Academic Performance Review Updates & Reminders Continued...

Changes for Professors and Instructors III:

- The new CBA states that academic staff members with tenure, other than those holding the rank of Professor, Librarian IV, Laboratory/Clinical Instructor III, or Instructor III, reviews shall be conducted every third year unless otherwise specified through Article 17.2.2.
- Unless a performance review is requested by either the member or the Dean in accordance to Article 17.2.2, Professors and Instructors III shall meet once every three years with their Dean for career planning.
- The career planning serves as a replacement for the regular performance review process.
- The purpose of the meeting is to develop the members' goals, recognize the members' achievements, assess the members' performance, and provide feedback on the member's progress toward their career plan.
- The document provided by the members in career planning are an updated CV, a draft career plan, career plan finalized at the previous such meeting, and a letter outlining the member's progress in their career plan.
- Members at this rank can still apply for merit in accordance with Article 18.3.

Reminder - Documents required by ALL academic staff members:

All academic staff members must complete and submit the following documents:

- A completed and signed Annual Information Form (AIF) - see attached
- A current CV
- Completed and signed Conflict of Interest and Conflict of Commitment Declaration Form - see attached

For more information on the academic performance review process, please refer to the Faculty's Criteria for Performance Review and the URFA Collective Agreement 2017-2021 (refer to the email sent by Maria Roy on September 3 that contained additional links and attachments).

Please submit your Annual Information Form, current CV, and completed and signed Conflict of Interest form to **Maria Roy** by the deadlines outlined above.

If you have any questions about the process, please feel free to contact **Saqib Khan**, at business.AD.academic@uregina.ca.