

Important Dates

Wednesday, December 4
HR/OB Candidate Research
Presentation
8:30 – 9:30 a.m. in ED 514

Wednesday, December 4
Faculty Holiday Party
4:30 – 7:30 p.m. at
Chop Steakhouse

Friday, December 6
Fall University Council Meeting
10:00 – 11:00 a.m. in
Ed Auditorium (EA) 106

Thursday, December 12
David Senkow
Farewell Reception
3:00 – 5:00 p.m. in the
La Cite Rotunda

Friday, December 13
Faculty Coffee Party
CANCELLED

Friday, December 13
Faculty & Staff Meeting
11:30 a.m. – 1:00 p.m.,
location tba

Wed. Dec. 25 – Wed. Jan. 1
Christmas Break – University
Closed

Friday, January 10
Coffee Party
9:30 – 10:00 a.m. in ED 562

Monday, January 13
Hill Market Club
Putting U on the Map event

Thurs. Jan. 16 – Sat. Jan. 18
ICBC Final Round in Kingston

Fri. Jan. 17 – Sun. Jan. 19
JDC West
hosted at the Hill School

Farewell Reception

David Senkow will be retiring from the University of Regina after 27 years of dedicated service. You are invited to a farewell reception in honour of David:

Date: Thursday, December 12
Time: 3:00 p.m. to 5:00 p.m.
Location: La Cite Rotunda, CT 216

We hope you can join us to wish David well on his retirement!

Journal Article

Eman Almedhawe has a new journal article in an A* journal: Ingolfsson, A., Almedhawe, E., Pedram, A. & Tran, M. (2019). Comparison of Fluid Approximations for Service Systems with State-Dependent Service Rates and Return Probabilities. *European Journal of Operational Research*.
<https://www.sciencedirect.com/science/article/pii/S0377221719309531>

Faculty Holiday Reception – December 4

The Faculty's Holiday Reception is scheduled for Wednesday, December 4 from 4:30 – 7:30 p.m. at Chop Steakhouse Bar, 2605 Gordon Road. If you plan to attend please ensure you have RSVD with **Jodi Spies**.

University Council Meeting

There will be a meeting of Council on Friday, December 6 from 10:00 - 11:00 a.m. in the Education Auditorium, EA 106, as follows:
8:30 a.m. - Council Registration Opens (all members and guests are required to sign in)
10:00 a.m. - Call to Order
An agenda will be sent to members at least 5 days prior to the Council meeting. Quorum is 100 members.

Legislative

Assembly Tour

Graham Purse took a small group of students from BUS 340 to the Legislature on November 26 for a tour. The group was introduced during the session and was invited for a private meeting with the Honourable Tina Beaudry-Mellor, Minister of Advanced Education. The group's introduction mentioned that the Hill School is hosting the 15th annual JDC West here in Regina and mentioned the Hill School's past success at the competition. It also highlighted our RBC Woman Executive in Residence and Rawlinson Executive in Residence in Indigenous Entrepreneurship programs as well as our student's 5 Days for the Homeless initiative.



Coffee Party Cancelled

The coffee party on Friday, December 13 has been cancelled due the scheduling of the faculty/staff meeting later that morning. The next one will be held on Friday, January 10, 2020.

Guest Speakers

Lisa Watson had several guests come to speak to her BUS 317 Digital Marketing class this semester including:

- Brennen Schmidt from Deloitte talking about cyber security
- Barb McGrath from Above the Fold talking about Google and SEO
- Dani Anderson and her team from Carbon Marketing talking about paid strategy and analytics
- Tanner Goetz from Munz Media talking about content marketing
- Kirk Morrison from Krugo App talking about their digital business model
- Greg Moore from CJME talking about being a social media content creator and the traditional/digital mix

Thanks to all of these local entrepreneurs and innovators for sharing their expertise with our students!

In the News...

Gord Pennycook's research was featured in:

- *CBC* article on November 29: <http://bit.ly/2Lu7mKX>
- *NewScientist* article on November 24: <http://bit.ly/380xsyr>

Research Presentation of HR/OB Candidate

The Search Committee for the tenure-track position in the area of Human Resources Management/Organizational Behaviour has invited a candidate, **Ms. Anika Cloutier**, to campus.

You are invited to attend her research presentation taking place on:

Date: Wednesday, December 4

Time: 8:30 – 9:30 a.m.

Location: ED 514

Presentation title: Romantic Relationships Affect Leadership: A Randomized Experiment

Leadership behaviors affect all levels of the organization, and understanding why some leaders behave well, and others badly, is of considerable importance. This study examines whether and how the quality of leaders' romantic relationships affects the quality of leadership behaviors. Drawing on ten Brummelhuis and Bakker's (2012) work-home resources model, I hypothesize that leaders' romantic relationship quality can either serve as a contextual resource (relationship maintenance) or a contextual demand (relationship conflict) that influence personal resources and in turn, leadership behaviors. I also predict that these indirect effects will be stronger for females than males. In an experimental design, 93 romantic couples were randomly assigned to a positive, negative, or neutral relationship quality condition; they then completed self-assessments of personal resources, followed by a leadership speech task. Results were analyzed using the actor-partner independence model extended for mediation. Positive relationship quality decreased the loss of personal resources (i.e., cognitive distraction, negative affect), resulting in higher transformational leadership and lower abusive supervision. Negative relationship quality increased resource loss, resulting in abusive supervision. However, these indirect effects were only significant for females. In contrast, a gain of personal resources (i.e., emotional energy, positive affect) did not mediate the effects of positive relationship quality on leadership. Together, these findings extend understanding of [a] how romantic relationships affect high and poor quality leadership, [b] the differential effects of personal resource loss versus gain, and [c] the moderating role of gender in the effects of romantic relationship on leadership quality.

U of R Holiday Closure

The U of R announced that this year it will close earlier than normal for the holiday break. The University will be closed at 12:00 noon on Tuesday, December 24, 2019 to give employees an extra early start on the holiday season.

Please note that the University will remain closed from 12:00 noon on December 24, 2019 up to and including Wednesday, January 1, 2020. The University will re-open with regular hours on Thursday, January 2, 2020.