

Important Dates

Monday, March 6

MNP Hallway visit
8:30 a.m. – 12:30 p.m.
Education Building, 6th Floor

Tuesday, March 7

OB/HR Candidate visit
Justin Feeney
Research Presentation
9:00 – 9:45 a.m. in ED 514
Teaching Presentation
2:00 – 2:45 p.m. in ED 514

Tuesday, March 7

MNP Hallway visit
7:30 a.m. – 4:40 p.m.
Education Building, 6th Floor

Friday, March 10

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

Friday, March 10

Research Presentation by
Sandeep Mishra
12:00noon – 1:00pm in ED 560

Wednesday, March 15

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

Wednesday, March 15

Levene Information Session

Sun. March 19 – Fri. March 24
Hill BSS 5 Days for the Homeless

Mon. Mar. 20 – Thurs. Mar. 23
EQUIS Site visit

Friday, March 31

Research Presentation
11:00 am – 12:00 noon in ED 560

Friday, March 31

Hill BSS Keg-a-Rama event

OB/HR Candidate Visit – March 7

The Search Committee has shortlisted three candidates for the two tenure-track positions in the area of Organizational Behaviour/Human Resources Management. The first two campus visits took place last week and the final is scheduled for this Tuesday:

Tuesday, March 7, 2017

Candidate: Justin Feeney

Research Presentation from 9:00 a.m. to 9:45 a.m. in ED 514

Presentation Title: Improving Performance Measurement

Abstract: Performance management is ubiquitous. Yet, 95% of organizations believe their performance management system needs improvement. This is not surprising—performance ratings are often grossly inaccurate and lenient. Feeney compares traditional performance appraisal rating formats with a new type of relative rating format—the Relative Percentile Method—across two studies. By leveraging social comparison theory, the Relative Percentile Method significantly improved accuracy and significantly reduced rater leniency when compared to an exemplar rating scale, Behaviorally Anchored Rating Scales. The Relative Percentile Method also improved agreement between raters—self, peer, and supervisor—when compared to traditional rating methods.

Teaching Presentation from 2:00 p.m. to 2:45 p.m. in ED 514

The CV of each candidate is available for review in the Dean's Office. Feedback will be welcome on this final candidate, in addition to all three short-listed candidates later this week.

Research Presentation – March 10

A Research Presentation is scheduled this week:

Date: Friday, March 10

Time: 12:00 noon – 1:00 p.m.

Location: Education Building, Room 560

Sandeep Mishra will present his research talk entitled: “Inequality and risk-sensitive decision-making”

Presentation Abstract: Substantial epidemiological evidence has shown that higher levels of income inequality are associated with poorer societal outcomes. However, surprisingly little research has examined individual-level (vs. societal-level) consequences of inequality. Using the theoretical framework of risk-sensitivity theory, Sandeep will present experimental and survey evidence linking individual-level inequality and relative deprivation (a downstream emotional consequence of inequality) with various decision-making and health-related outcomes, including behavioral risk-taking, gambling, and mental health. In particular, Sandeep will highlight some counterintuitive, but predicted findings suggesting that chronically risk-persistent individuals (e.g., problem gamblers, convicts, drug addicts) may be "rational" risk-sensitive decision-makers. Together, this research demonstrates how understanding the risk-sensitive processes underlying decision-making has potentially wide-ranging implications for individuals and society more generally.

Important Dates

(continued)

Friday, April 7

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

Friday, April 7

Hill BSS Spring Gala

Wednesday, April 12

EMBA Capstone Research
Presentations
12:30 – 4:45 p.m. in ED 514
Reception to follow at 5:00 p.m.
in the Levene Office

Friday, April 14

Good Friday – University Closed

Wednesday, April 19

Levene Information Session

Friday, April 21

Hill Advisory Board meeting

Friday, April 21

End of Year Faculty Party
Hosted by Lisa Watson &
Frank Deslauriers

Friday, April 28

Research Presentation by
Zhou Zhang
12:00noon – 1:00pm in ED 560

Monday, May 1

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

Walk Ins

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

- Mon. March 6 fr 2:00 – 3:00
- Wed. March 8 fr 11:00 – 12:00
- Thurs. March 9 fr 11:00–12:00
- Fri. March 10 fr 1:00 – 2:00

Coffee Party – March 10

A Coffee Party is scheduled:

Date: Friday, March 10

Time: 9:30 – 10:00 a.m.

Location: Education Building, Room 562

We hope you are able to join us.

5 Days for the Homeless

This year's BSS "5 Days for the Homeless" campaign runs from March 19 through 24. 5 Days is a national campaign and takes place at Universities all across Canada. For 5 Days, 5 participants from the U of R will be sleeping outside to raise money for Carmichael Outreach. The 5 participants this year include:

Jordan Kraft from the Faculty of Business Administration

Rebecca Perigny from the Faculty of Business

Sasha Shupe from the Faculty of Arts, Psychology major

Paige McNabb from the Faculty of Education

Siobhan Neary from the Faculty of Social Work

The co-chair for 5 Days the **Breanne Dmytriw** with assistance from **Delanie Wall** as the External Director and **Georgia Iannone** as the Internal Director.

Check back to upcoming newsletters for details on events over the course of the week.

Keg-A-Rama

We are working on putting together a Faculty of Business Administration team for the BSS's **45th Annual Keg-A-Rama** event on **March 31**. Funds raised from team registrations and pledge sheets to go the Regina Firefighters Burn Unit. **We are looking for a captain to put together a team of 10 people which can include:** faculty, staff, sessionals or outside friends and family.

Let **Kelly-Ann McLeod** know if you are willing to lead and put together the Faculty team.

In the News...

Sandeep Mishra was featured on the *U of R Homepage* on March 3
<https://www.uregina.ca/external/communications/feature-stories/current/2017/03-03.html>