

## **CURRICULUM VITAE**

### **TONY (TAO) FANG**

#### **CONTACT INFORMATION**

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#### **CITIZENSHIP**

Canadian

#### **EDUCATION**

Ph.D., Human Resources / Industrial Relations, University of Toronto, 2004

M.A., Economics, Memorial University of Newfoundland, 1999

B.A., Economics, Shandong University, P. R. China, 1990

#### **RELEVANT EMPLOYMENT**

2015-	Stephen Jarislowsky Chair in cultural and Economic Transformation, Department of Economics and Faculty of Business Administration, Memorial University of Newfoundland
2023-	Adjunct Professor, Toronto Metropolitan University (Sociology)
2020-	Adjunct Professor, School of Applied Economics, University of Academy of Social Sciences (UCASS)
2018-	Adjunct Professor, International MBA Program, School of Management, University of Science and Technology of China.
2019-	Adjunct Professor, BBA and MBA Program, School of Economics and Management, Chinese University of Hong Kong (Shenzhen)
2016-2020	Honorary Dean, School of Management, Xihua University (China)
2016-2018	Honorary Dean, College of Economics and Management, Nanjing University of Aeronautics and Astronautics, China

2014-	Adjunct Professor, University of Toronto (Labour Economics/Human Resources/Industrial Relations)
2014-2016	Honorary Dean, School of Economics and Management, Yunnan Normal University, China
2013-2014	Director, Master of International Business Program (Australia, Malaysia, South Africa, China) and Associate Professor, Faculty of Business and Economics, Monash University, 2014 Exceptional Performance Payment for MIB Directorship
2013	Visiting Scholar, Harvard University
2012-2013	Associate Professor, I. H. Asper School of Business, University of Manitoba
2012	Visiting Professor, the Wharton School of the University of Pennsylvania
2011	Visiting Professor, Centre for Industrial Relations & Human Resources, University of Toronto
2011	Visiting Professor (Short-term), Economics & Finance, City University of Hong Kong
2011	Visiting Fellow, Department of Economics, University of Macau
2009-2012	Associate Professor (Tenured), Human Resources Management, York University
2006-2008	Assistant Professor, Human Resources Management, York University
2004-	Research Associate, Centre for Industrial Relations & Human Resources, University of Toronto
2004-2006	Assistant Professor, Human Resources Management, University of Northern BC
2001-2004	Business and Labour Market Analyst, Statistics Canada
2000-2001	Research Economist, Human Resources Development Canada
1998-2001	Researcher, Faculty of Business Administration, Memorial University of Newfoundland
1998-1999	Teaching Assistant, Department of Economics, Memorial University of Newfoundland
1998	Business Manager Intern, Wearnes Hollingsworth Electronics (US) Anqing Co., China
1996-1998	Research Assistant, United Nations Centre for Human Settlements, Vancouver, BC
1996-1998	Project Coordinator, Chinese Research Centre, Institute of Asian Research, UBC
1990-1995	Lecturer, School of Economics and Management, Wuhan University, Wuhan, China

## **AWARDS AND DISTINCTIONS**

2015-	Stephen Jarislowsky Chair in Cultural and Economic Transformation (with a support of \$2 Million Dollars Endowment Funds from the Jarislowsky Foundation)
2017-	Fellow, Royal Society of Arts (FRSA, UK)
2023	Organizer, “Enhancing and Embracing Equity, Diversity, and Inclusion in the Canadian Labour Market: The Role of Socioeconomic Research and Public Policy,” Conference Funds (MUN/SSHRC/Harris Centre): \$34,480
2021-2022	Member, <i>Employment Equity Act Review</i> Task Force, Government of Canada
2021	Main organizer, “International Labor and Global Talent Issues for Transnational Corporations in a New Era,” Conference Funds (MUN/SSHRC/HFU): \$16,000
2020	The Research Partner Dean’s Award

- 2019 Main organizer, “*Productivity, Innovation and Entrepreneurship – The Role of Immigration and Workforce Diversity*,” Conference Funds (MUN/SITA/SSHRC): \$18,000
- 2017- Member, Editorial Board, *Journal of Participation and Employee Ownership*
- 2017 Dean of Humanities and Social Sciences Graduate Supervision Award, Memorial University
- 2016- Member, Editorial Advisory Board, *Canadian Public Policy*
- 2014-2019 Member, World Bank Advisory Committee on Migration and Development (KNOMAD)
- 2014 2014 ASSA Executive Officer
- 2013- Guest Editor, *China Economic Review*
- 2012-2013 President, Chinese Economist Society (CES)
- 2012- Research Fellow, IZA - Institute for the Study of Labor
- 2012- J. Robert Beyster Faculty Fellowship (US\$25,000)
- 2012- Invited Expert, Centre for China & Globalization
- 2011- Researcher, Employment Policy Research Network
- 2010-2013 Chutian Scholar of Hubei Province, P.R. China
- 2009-2012 Domain Leader, Economic and Labour Market Integration, CERIS - Ontario Metropolis Centre
- 2009-2012 Council Member, Toronto Region Immigrant Employment Council (TRIEC)
- 2009 Nominee, 2010 Bank of Canada Governor's Award
- 2006 Finalist, 2006 Purvis Prize for Top Contribution in Economic Policy
- 2004 AILR/IRRA Best Paper Award
- 2001 Dr. David Chu Traveling Scholarship (\$4,600)
- 2001 Industrial Relations Research Association Best Student Writing Award (US\$500)
- 2000-2001 CIBC Youthvision Graduate Fellowships (\$30,000)
- 1999-2000 CIBC Scholarships in Youth Employment (\$16,000)
- 2000 Royal Bank Graduate Fellowship in Public and Economic Policy (\$4,000)
- 2000 American Institute for Economic Research Summer Fellowship (US\$3,000)
- 2000 International Industrial Relations Association Fellowship (US\$2,000)
- 1999 Institute for Work and Health Scholarship (\$2,000)
- 1999 University of Toronto Open Fellowship (\$12,000)

## **RESEARCH GRANTS**

- 2023-2025 PI, “Disparities in Settlement and Integration of Racialized Newcomers in Atlantic Canada: Lived Experiences, Root Causes, and Effective Remedies,” Equity Request for Proposal, Immigration, Refugees and Citizenship Canada, \$205,949.
- 2023-2030 Independent Researcher, “Migrant Integration in the Mid-21st Century: Bridging Divides,” the Canada First Research Excellence Fund (CFREF), \$98.6 Million.

- 2023-2025 Co-grantee, “Resilient Experiences and Agency of Youth and Children During the Pandemic: Re-visioning Education through Storytelling (REAP),” New Frontiers in Research Fund: \$491,733.
- 2023-2023 Co-investigator, “*The complexities of men and abuse in an international context: An academic-community approach*,” SSHRC Connection Grant: \$50,000.
- 2021-2026 PI, “*Evaluating the Economic Contribution of Immigrants to Atlantic Canada*”, SSHRC Partnership Development Grant (with ACOA match funds): \$309,814.  
PI, “*Improving labour force participation and labour market outcomes of the under-represented groups in the Newfoundland and Labrador natural resources sector*,”
- 2021-2023 PI, *White Rose Project Grant*, Harris Center: \$20,000
- 2022-2023 PI, “Enhancing and Celebrating Workforce Diversity in NL,” Catalyst Conference Fund for Public Engagement: \$4,992.
- 2022-2023 PI, “EDI Conference and Gender Wage Gap in Medicine Symposium,” Scholarship-in-the-Arts (SITA) Conference Funds: \$9,188.1.
- 2021-2023 PI, “*Examining the Impacts of COVID-19 Pandemic on Business Conditions, Labour Market Dynamics, Workplace Practices, and Organizational Performance in Atlantic Canada*,” ACOA research grant: \$79,877.5
- 2021-2022 PI, “*Developing Social Enterprises for Access to Culturally Diverse Food and Ingredients: The Case of the St. John’s Community Market*,” Ministry of Industry, Energy and Technology Research Fund: \$49,389.
- 2020-2022 PI, “*Policy and Image: Canadian Mass Media and Immigrant Integration*”, Memorial University of Newfoundland Seed, Bridge and Multidisciplinary Fund: \$10,000
- 2020 PI, “*Evaluating the Impacts of COVID-19 Pandemic and Efficacy of Business Responses and Recovery Policies in Newfoundland and Labrador (NL)*,” JR Smallwood Foundation research grant: \$8,000
- 2020 PI, “*The Short-term and Long-term Impacts of COVID-19 Pandemic on Business Operations, Hiring Practices, and Alternative Work Arrangements in NL*,” Harris Centre Quick Start for Public Engagement Fund and St. John’s Board of Trade Match Funds: \$5,000
- 2019-2022 PI, “*Employer Perceptions to Hiring Newcomers and International Students in Newfoundland and Labrador*,” Newfoundland and Labrador Workforce Innovation Centre Research Funding: \$238,932.18
- 2019-2022 PI, “*Competitive Strategies for Global Talent and International Migration Policies China and Advanced Economies: A Comparative Study*,” National Social Sciences Foundation of China Research Grant: RMB 200,000
- 2019-2021 PI, “*Employer Perceptions to Hiring Newcomers and International Students in the Atlantic Provinces*,” ACOA research grant: \$59,251.34
- 2019-2022 Co-applicant, “*The Recruitment and Retention of International High-Skilled Professionals for Innovation and Growth*,” SSHRC Partnership Development Grant: \$197,808
- 2019-2023 Co-applicant, “*Labour Market and Workplace Issues in China*,” SSHRC Insight Grant: \$76,135

- 2018-2022 Co-Investigator, Social Sciences Research Grants of China, “*Research on Incentive Structure for the Citizenship-building of Rural-to-urban Migrants Due to Paid Farm Land Transfer*,” RMB 200,000
- 2016-2023 Co-Investigator, “*Productivity, Firms and Incomes*,” SSHRC Partnership Grant, (\$2.5 million)
- 2016-2017 PI, “*Syrian Refugee Arrival, Resettlement and Integration competition*,” SSHRC Targeted Research: \$24,332
- 2016-2017 PI, “*Settlement and Integration of Refugees in Newfoundland and Labrador*,” Harris Centre Applied Research Funds: \$14,455
- 2016 PI, “*Public Service Delivery*,” Harris Centre Population Project: \$14,900
- 2016 PI, “*Temporary Foreign Workers*,” Harris Centre Population Project: \$6,000
- 2015-2019 Co-Investigator, “*Pathways to Prosperity*,” SSHRC Partnership Grants: \$2.5 million
- 2014-2015 Research Grant on International Migration, RMB 100,000
- 2012 Asper School of Business Start-up Funds: \$75,000
- 2012-2016 Co-Investigator, “*The Impact of Heterogeneous Resources on IT Investment Performance*,” Natural Sciences Research Grants of China: RMB 530,000
- 2012-2015 Co-Investigator, “*The Reforms of the Transitional Wage Policy and Its Determination Mechanisms: A Behavioural Economic Analysis*,” Natural Sciences Research Grants of China: RMB 440,000
- 2012-2013 PI, “*International Workshop on Global Climate Change Internal and International Migration*,” SSHRC Aid to Workshop Grant: \$23,702
- 2011-2014 PI, “*Profit-sharing Plans in Canada: Team Work, Employment Stability, and Organizational Performance*,” SSHRC Standard Research Grants: \$62,453
- 2011-2012 PI, “*Identifying Policy and Practice Implications of Community-based Research*,” SSHRC Public Outreach Grant: \$120,000
- 2010-2012 PI, “*Global Climate Change, Internal and International Migration*,” SSHRC International Opportunity Fund: \$25,000
- 2010-2011 PI, HRSDC Research Grant, “*Resilience Among At-risk Groups in Canada*”: \$45,957
- 2009-2011 PI, “*The Macroeconomic Impacts of Canadian Immigration: An Empirical Analysis using the FOCUS Model*,” SSHRC Metropolis National Research Grant: \$67,500
- 2008-2011 Co-applicant, “*The Toronto Immigrant Employment Data Initiative*,” SSHRC Knowledge Impact in Society Research Grants: \$500,000
- 2007-2011 Sole Investigator, “*Business Strategy, Deferred Compensation, and Organizational Performance*,” SSHRC Standard Research Grants: \$59,539, with \$12,800 RTS
- 2008 HRSDC Research Grants, “*M&E Investments, Workplace Training and Firm Productivity*,” with M. Gunderson: \$51,855
- 2008 Sole Investigator, “*Over-education and Labour Market Performance of Recent Immigrants to Canada*,” SSHRC/CERIS (The Ontario Metropolis Centre) Research Grant: \$12,000
- 2007 HRSDC Research Grants, “*Linkages Between Workplace Skills Training and Firm Productivity: Analysis Using WES 1999-2004*,” with M. Gunderson: \$51,450
- 2006-2007 HRSDC Grants, “*Training Among Older Workers*,” with M. Gunderson: \$25,000

- 2006 CLSRN Research Grants, “*Estimating Macroeconomic Impact of Immigration using FOCUS Model*,” with M. Gunderson and M. Campolieti: \$15,000
- 2006 York University Start-up Grants: \$20,000
- 2005-2006 Sole Investigator, “*Workplace Responses to Labour and Skill Shortages in Canada*,” SSHRC Initiative on the New Economy Skills Grant: \$24,352
- 2005 HRDC Research Grants, “*Employment Dynamics of Non-standard Workers*,” with M. Gunderson: \$24,984
- 2004 University of Northern British Columbia Start-up Grants: \$15,000
- 2004 Conference on Evolving Workplace Funding, with A. Verma & A. Luchak: \$10,000)
- 2002, 2004 Hayek Funds for Scholars, Institute for Humane Studies: US \$500

## PUBLICATIONS

Total Publications				
Peer-reviewed Publications	Submitted or In Progress	Book Chapters	Research Reports	Other Publications
48	7	8	19	13

### Peer-reviewed Publications

- 2024 Fang, T., Lin, C., and Tang, X. “Where Did the Time Go? The Effects of China’s Two-Day Weekend Policy on Labor Supply, Household Work, and Leisure Activities,” *China Economic Review*, Vol. 83, February 2024, 102107.  
<https://www.sciencedirect.com/science/article/pii/S1043951X2300192X>
- 2024 Fang, T. and Hartley, J. “Immigrant Entrepreneurship in Rural and Smaller Communities in Canada: Recent Trends, Unique Opportunities and Challenges,” *Immigrant Entrepreneurship in Canada: Challenges and Opportunities*. Palgrave MacMillan. Forthcoming.
- 2024 Fang, T. and Hartley, J. “The Chinese Labor Market and Corporate Governance,” *Research Handbook on Chinese Corporate Governance*. Edward Elgar. Forthcoming.
- 2023 Fang, T, Xiao N, Zhu J, and Hartley J. “Employer Attitudes and the Hiring of Immigrants and International Students: Evidence from a Survey of Employers in Atlantic Canada,” *Canadian Public Policy*, Vol.48, p.17-37.
- 2023 Fang, T, Tingting Zhang, John Hartley. “Examining the Determinants of Managers’ Hiring Attitudes Towards Immigrant Workers: Evidence from an Employer Survey,” *Journal of Immigrants and Refugee Studies*. DOI: 10.1080/15562948.2023.2219634, <https://www.tandfonline.com/doi/abs/10.1080/15562948.2023.2219634?journalCode=wimm20>

- 2023 Fang, T and Hartley J. “Evolution of Union Wages and Determinants,” *Handbook of Labor, Human Resources and Population Economics*.  
[https://link.springer.com/referenceworkentry/10.1007/978-3-319-57365-6\\_374-1](https://link.springer.com/referenceworkentry/10.1007/978-3-319-57365-6_374-1)
- 2023 Fang, T and Ha VH. “Minimum Wages in Developing Countries,” *Handbook of Labor, Human Resources and Population Economics*.  
[https://link.springer.com/referenceworkentry/10.1007/978-3-319-57365-6\\_375-1](https://link.springer.com/referenceworkentry/10.1007/978-3-319-57365-6_375-1)
- 2023 Fang, T and Wells A. “Diaspora Economics,” *Handbook of Labor, Human Resources and Population Economics*. [https://link.springer.com/referenceworkentry/10.1007/978-3-319-57365-6\\_105-1](https://link.springer.com/referenceworkentry/10.1007/978-3-319-57365-6_105-1).
- 2022 Hu, D, Peng Y, Fang, T\*, Chen CW. “The effects of executives’ overseas background on enterprise digital transformation: evidence from China,” *Chinese Management Studies*. Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/CMS-11-2021-0503>.
- 2021 Fang, T., Gunderson, M., and Lee, B. 2021. “Can Older Workers be Retrained? Canadian Evidence from Worker Firm-Linked Data”, *Relations industrielles/Industrial Relations*. 76(3), 429–453.
- 2021 Fang, T., Gunderson, M. and Long, R. “Profit Sharing and Workplace Productivity: Does Teamwork Play a Role?” *Relations industrielles/Industrial Relations*, 76(1), 90-114.
- 2021 Qian, F., Hong J., Fang T. and She, Y. “Global Value Chain Embeddedness and Innovation Efficiency in China,” *Technology Analysis & Strategic Management*. <https://doi.org/10.1080/09537325.2021.1947487>
- 2020 Fang, T., Gunderson, M., and Lin, C. “The Impact of Minimum Wages on Wages, Wage Spillovers and Employment in China: Evidence from Longitudinal Individual-Level Data,” *Review of Development Economics*, 25(2), 854-877.
- 2020 Qian, F., Hong, J., Hou, B., and Fang, T. “Technology Transfer Channels and Innovation Efficiency: Empirical Evidence from Chinese Manufacturing Industries,” *Transactions on Engineering Management*. <https://doi.org/10.1109/TEM.2020.3014731>
- 2019 Fang, T., Lee, B, Timming AR, and Fan D. “The Effects of Work-Life Benefits on Employment Outcomes in Canada: A Multivariate Analysis,” *Relations industrielles/Industrial Relations*, 74(2), 323-352.

- 2019 Fang, T., Ge, Y., and Jiang, Y. H. "Access to Imported Intermediates and Intra-firm Wage Inequality," *The World Economy*, 42(6), 2364-2384.
- 2019 Wei, X., Fang, T., and Jiao, Y. "Language Premium Myth or Fact: Evidence from Migrant Workers of Guangdong, China," *Journal of Labour Research*, 40(3), 356-386.
- 2019 Fang, T., and Messacar, D. "Voluntary Job Separations and Traditional versus Flexible Workplace Saving Plans: Evidence from Canada," *Canadian Public Policy*, 45(2), 239-261.
- 2019 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*, 72, 64-79.
- 2019 Fang, T., Sapeha, H., and Neil, K. "Should I Stay or Should I Go Now? Refugee Retention in Newfoundland and Labrador," *Canadian Diversity*, 16(1), 24-27.
- 2019 Fang, T., Ge, Y., and Fan, Y. Q. "Unions and the Productivity Performance of Multinational Enterprises: Evidence from China," *Asian Business & Management*, 18(4), 281-300.
- 2018 Fang, T., Sapeha, H., and Neil, K. "Integration and Retention of Refugees in Smaller Communities," *International Migration*, 56(6), 83-99.
- 2018 Fang, T. Annual Report on Chinese International Migration, Member of the Editorial Board, *Social Sciences Literature Publisher of China*.
- 2018 Fang, T. "Minimum Wages in China: There is No Free Lunch," *Policy in Focus*, The United Nations Development Programme's International Policy Centre for Inclusive Growth (IPC-IG/UNDP), [https://www.ipc-undp.org/pub/eng/PIF42\\_Minimum\\_wage\\_global\\_challenges\\_and\\_perspectives.pdf](https://www.ipc-undp.org/pub/eng/PIF42_Minimum_wage_global_challenges_and_perspectives.pdf).
- 2018 Fang, T., Neil, K., Brake, D. R., and Sapeha, H. "Issues in Providing English as a Second Language Training to Refugees: Lessons from Newfoundland and Labrador," *The Morning Watch: Educational and Social Analysis*, 46, 1-2.
- 2016 Chen, Z., and Fang, T. "Chinese Returnees and OFDI in the High-tech Sector: The Case of Changzhou," *Asian Economic Papers*, 15(3), 1-21.
- 2016 Fang, T., Gunderson, M., and Lin, C., "The Use and Impact of Job Search Procedures by Migrant Workers in China," *China Economic Review*, 37, 154-165.



- 2016 Fang, T. "Profit sharing: Consequences for workers" *IZA World of Labour*, 225, 1-10.
- 2015 Fang, T., and Lin, C. "Minimum Wages and Employment in China," *IZA Journal of Labour Policy*, 4(1), 1-30.
- 2015 Fang, T., and Gunderson, M. "Vulnerable Groups in Canada and Labour Market Exclusion," *International Journal of Manpower*, 36(6), 1-27.
- 2015 Long, R., and Fang, T. "Do Strategic Factors Affect Adoption of Profit Sharing? Longitudinal Evidence from Canada," *International Journal of Human Resource Management*, 26(7), 971–1001.
- 2013 Fang, T., Samnani, A. K., Novicevic, M. M., and Bing M. N. "Liability-of-Foreignness Effects on Job Success of Immigrant Job Seekers," *Journal of World Business* (Columbia), 48(1), 98–109.
- 2013 Dungan, P., Fang, T., and Gunderson, M. "The Macroeconomic Impact of Canadian Immigration: An Empirical Analysis Using the FOCUS Model," *British Journal of Industrial Relations* (LSE), 51(1), 174-195.
- 2012 Zatzick, C. D., Moliterno, T., and Fang, T. "Strategic Mis(fit): The Implementation of TQM in Manufacturing Organizations," *Strategic Management Journal*, 33(11), 1321-1330.
- 2012 Long, R., and Fang, T. "Do Employees Profit from Profit Sharing? Evidence from Canadian Panel Data," *Industrial and Labor Relations Review* (Cornell), 65(4), 899-927.
- 2012 Fang, T., and Ge, Y. "Unions and Firm Innovation in China: Synergy or Strife?" *China Economic Review*, 23(1), 170–180.
- 2011 Novicevic, M. M., Bynum, L. A., Hayek, M., and Fang, T. "Integrating Barnard's and Contemporary Views of Industrial Relations and HRM," *Journal of Management History*, 17(1), 126-38. (Emerald Literati Network 2012 Awards for Excellence)
- 2010 Fang, T., and Heywood, J. S. "Immigration, Ethnic Wage Differentials and Performance Pay in Canada," *British Journal of Industrial Relations*, 48(1), 109-130.
- 2010 Fang, T., Campolieti M., and Gunderson, M. "Labour Market Outcomes and Skill Acquisition of High-School Dropouts," *Journal of Labor Research*, 31(1), 39-52.

**Tony Fang** (Stephen Jarislowsky Chair of Cultural and Economic Transformation)

- 2009 Fang, T., and Gunderson, M. "Minimum Wage Impacts on Older Workers: Longitudinal Estimates from Canada," *British Journal of Industrial Relations*, 47(2), 371-387.
- 2009 Fang, T., Zikic, J., and Novicevic, M. M. "Career Success of Highly Qualified Foreigners: Stock and Flow of their Career Capital," *International Journal of Manpower*, 30(5), 472-488.
- 2009 Fang, T. "Workplace Responses to Skill and Labour Shortages in Canada," *International Journal of Manpower*, 30(4), 326-48.
- 2008 Wald, S., and Fang, T. "The Overeducation of Immigrants in the Canadian Labour Market: Evidence from the Workplace and Employee Survey," *Canadian Public Policy*, 34(4), 457-480.
- 2008 Fang, T., and MacPhail, F. "Transitions from Temporary to Permanent Work in Canada: Who Makes the Transition and Why?" *Social Indicators Research*, 88(1), 51-74.
- 2006 Heywood, J. S., and Fang, T. "Unionization and Plant Closures in Canada," *Canadian Journal of Economics*, 39(4), 1173-94.
- 2006 Heywood J. S., and Fang, T. "Output Pay and Ethnic Wage Differentials: Canadian Evidence," *Industrial Relations (Berkeley)*, 45(2), 173-94.
- 2005 Campolieti, M., Fang, T., and Gunderson, M. "The Effects of Minimum Wages on Youth Employment Transitions: 1993-1999," *Canadian Journal of Economics*, 38(1), 81-104.
- 2005 Campolieti, M., Fang, T., and Gunderson, M. "How Minimum Wages Affect Schooling-Employment Outcomes in Canada, 1993-1999," *Journal of Labor Research*, 26(3), 533-545.
- 2004 Luchak, A. A., Fang, T., and Gunderson, M. "How Has Public Policy Shaped Defined-Benefit Pension Coverage in Canada?" *Journal of Labor Research*, 25(3), 469-484. **2001 IRRA Best Student Paper Award.**

### **Submitted or In Progress**

- 2024 Fang, T., and Lin, C. "From a Different Shore: The Economic Performance of Chinese Immigrants in the United States, 1990-2010," **Revise and Re-submit** to *Journal of Labor Research*.

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- 2024 Fang, T, Morley Gunderson, and Viet Hoang Ha. "Intersectional Analysis of the Labour Market Impacts of COVID: The Triple-whammy of Female, Children, and Lower Skill," **Revised and Re-submitted** (Second Revision) to the *International Journal of Manpower*.
- 2024 Dungan, P, Fang, T, Gunderson M, and Murphy S. "T Macroeconomic Impacts of Immigration in the Canadian Atlantic Region: An. Empirical Analysis Using the Focus Model," Accepted. *Journal of Immigrants and Refugee Studies*.
- 2024 Fang, T, Morley Gunderson, and Viet Hoang Ha. "The Short-term Effects of COVID-19 on Labour Market Outcomes of Recent Immigrants to Canada," **Revise and Re-submit** to the *International Migration*.
- 2024 Fang, T, Ge, L, Hartley J. "Quest for Talents: Attraction and Retention of Highly-Skilled Overseas Chinese in the US and Canada," Revise and Re-submit to *Asian Economic Papers*.
- 2024 Fang, T, Hartley J, and Ming H. "Determinants and Firm Performance Effects of Remote Work Arrangements: Evidence from a Representative Survey of Employers in Atlantic Canada," Submitted to *Asia-Pacific Journal of Human Resource Management*.
- 2023 Fang, T., Cooper, D., and Wan J. "Employee Ownership and Promotive Voice: The Roles of Psychological Ownership and Perceived Alignment of Interests," Submitted to *Personnel Psychology*.
- 2023 Fang, T, Hartley J, and Zhang T. 2023. "Exploring the New Journey: A Comparative Study of Settlement Experiences between Syrian Refugees and Non-Syrian Refugees in Small Canadian Communities," *Refugee*, Special Issue on **Refugee experiences of integration in Canadian small communities**.
- 2023 Fang, T, Hartley J, and Zhang T. 2023. "A National Project: Examining the Settlement Experiences of Syrian Adult and Youth Refugees in Newfoundland and Labrador," *Refugee*, Special Issue on **Refugee experiences of integration in Canadian small communities**.

### **Book Chapters**

- 2020 Fang, T., Sapeha, H., and Neil, K. "Syrian Refugee Integration in Newfoundland and Labrador," in *A National Project: Canada's Syrian Refugee Resettlement Experience*, McGill-Queen's University Press (September 2020).

**Tony Fang** (Stephen Jarislowsky Chair of Cultural and Economic Transformation)

- 2019 Fang, T. “A Tale of Two Strategies: Economic Growth Strategy and Talent Management Strategy in China,” in *Handbook on China Globalization*, Edward Elgar Publishers: UK (Feb 22, 2019).
- 2016 Fang, T., and Gunderson, M. “Poverty Dynamics Among Vulnerable Groups,” In David A. Green, W. Craig Riddell and France St-Hilaire *Income Inequality: The Canadian Story*, Institute for Research on Public Policy (Feb 8, 2016). **2017 Doug Purvis Memorial Prize Winner.**
- 2015 Zhao, C., and Fang, T. “Outward Foreign Direct Investment by Chinese Firms: The Case of Changzhou,” In H. Y. Wang and Y. P. Liu *Entrepreneurship and Talent Management from A Global Perspective*, Edward Elgar (Jan 29, 2016).
- 2014 Fang, T. “Global Talent Management in China,” In A. Ariss *Global Talent Management: Challenges, Strategies, and Opportunities*, Springer.
- 2011 Fang, T. “Overeducated Chinese Immigrants in the Canadian Labour Market: Causes and Consequences,” in V. Poy. and H. Cao (Eds.) *The China Challenge: Sino-Canadian Relations in the 21st Century*, Ottawa: University of Ottawa Press. **Selected among the Top 20 Foreign Policy Books by Embassy – Canada’s Foreign Policy Newspaper in 2011.**

### **Editorial Services**

Equity, Diversity and Inclusion, An International Journal (Guest Editor)  
 Canadian Public Policy (Guest Editor and member of Advisory Board)  
 China Economic Review (Guest Editor)  
 Journal of Participation and Employee Ownership (Editorial Board)  
 Journal of Chinese Economics (Executive Editor),  
 Multinational Corporation Review (Associate Editor)

### **Research Reports**

- 2024 Fang, T., et al. “Evaluating the Impacts of COVID-19 on Business Conditions, Labour Market Dynamics, Workplace Practices, and Organizational Performance in Atlantic Canada,” submitted to ACOA
- 2023 Fang, T., et al. “Improving Labour Market Outcomes of Under-Represented Groups in Newfoundland and Labrador’s Natural Resource Sector,” submitted to Harris Center

- 2023 Fang, T., et al. "Evaluating the Needs of Newcomer Youth in Atlantic Canadian Employment Programming Service Provision," submitted to IRCC and ARAISA
- 2022 Fang, T., et al. "Developing Social Enterprises for Newcomers and Locals to Access to Culturally Diverse Food and Ingredients: The Case of At Home in the Kitchen," submitted to Ministry of Industry, Energy and Technology, Newfoundland and Labrador
- 2021 Fang, T., et al. "Employer Attitudes Towards Hiring Newcomers And International Students In The Atlantic Provinces," Harris Centre, Memorial University of Newfoundland: [https://www.mun.ca/harriscentre/ACOA\\_Immigration\\_Fang.pdf](https://www.mun.ca/harriscentre/ACOA_Immigration_Fang.pdf)
- 2021 Fang, T., et al. "According to Atlantic Employers Perceptions on Hiring, Retention, Immigration and Growth," Public Policy Forum: <https://ppforum.ca/publications/according-to-atlantic-employers-series-perceptions-on-hiring-retention-immigration-and-growth/>
- 2021 Fang, T., et al. "Immigration & Atlantic Revitalization- Business and Employment Growth," Public Policy Forum: <https://ppforum.ca/wp-content/uploads/2020/05/1-BusinessEmploymentGrowth-PPF-Jan2021-EN.pdf>
- 2021 Fang, T., et al. "Immigration & Atlantic Revitalization- Skills Shortages and Hiring Challenges," Public Policy Forum: <https://ppforum.ca/wp-content/uploads/2020/05/2-SkillsShortagesHiringChallenges-PPF-Jan2021-EN.pdf>
- 2021 Fang, T., et al. "Immigration & Atlantic Revitalization- Attitudes Towards Immigrants and International Students," Public Policy Forum: <https://www.mun.ca/jchair/AttsTowardsImmigrantsIntStus-PPF.pdf>
- 2021 Fang, T., et al. "Immigration & Atlantic Revitalization- Immigration Policy and Effectiveness," Public Policy Forum: <https://ppforum.ca/wp-content/uploads/2020/05/4-ImmigrationPolicyEffectiveness-PPF-Jan2021-EN.pdf>
- 2021 Fang, T., et al. "Immigration & Atlantic Revitalization- Retention of Skilled Workers," Public Policy Forum: <https://ppforum.ca/publications/according-to-atlantic-employers-series-perceptions-on-hiring-retention-immigration-and-growth/>
- 2020 Fang, T., et al. "Solving for Shortages in Nova Scotia: Employer Experiences and the Labour Market Across Atlantic Provinces," Public Policy Forum: <https://ppforum.ca/publications/solving-for-shortages-in-nova-scotia-employer-experiences-and-the-labour-market-across-atlantic-provinces/>

- 2020 Fang, T., et al. "Solving for shortages in New Brunswick: Employer Experiences and the Labour Market Across Atlantic Provinces," Public Policy Forum:  
<https://ppforum.ca/publications/solving-for-shortages-in-new-brunswick-employer-experiences-and-the-labour-market-across-atlantic-provinces/>
- 2020 Fang, T., et al. "Solving for Shortages in Prince Edward Island: Employer Experiences and the Labour Market Across Atlantic Provinces," Public Policy Forum:  
<https://ppforum.ca/publications/solving-for-shortages-in-prince-edward-island/>
- 2019 Fang, T., et al. "Hiring and Retaining Workers in Newfoundland and Labrador. For the long-term prosperity of Atlantic Canada," Public Policy Forum:  
<https://ppforum.ca/publications/hiring-and-retaining-workers-in-newfoundland-and-labrador/>
- 2018 Fang, T., et. al. "Retention and Integration of Refugees in Newfoundland and Labrador," Harris Centre, Memorial University of Newfoundland:  
<http://www.mun.ca/harriscentre/reports/>
- 2018 Fang, T., et al. "Public Service Delivery in Labrador", Harris Centre, Memorial University of Newfoundland:  
[https://www.mun.ca/harriscentre/PopulationProject/Municipal\\_Service\\_Delivery.pdf](https://www.mun.ca/harriscentre/PopulationProject/Municipal_Service_Delivery.pdf)
- 2018 Fang, T., et al. "Syrian Refugee Arrival, Resettlement and Integration in Newfoundland and Labrador," Pathways to Prosperity:  
<http://p2pcanada.ca/wp-content/blogs.dir/1/files/2017/11/A7-Tony-Fang.pdf>
- 2017 Fang, T., et. al. "The Temporary Foreign Worker Program and Employers in Labrador," Harris Centre, Memorial University of Newfoundland:  
[http://www.mun.ca/harriscentre/PopulationProject/TFWs\\_-\\_Report\\_Final\\_2017-04-10.pdf](http://www.mun.ca/harriscentre/PopulationProject/TFWs_-_Report_Final_2017-04-10.pdf)

### **Other Publications**

- 2012 Fang, T. Book Review "Canadian Immigration: Economic Evidence for a Dynamic Policy Environment," *Canadian Public Policy*, 38(4), 609-611.
- 2012 Cappelli, P., and Fang, T. "The Chinese Approach to Managing Human Resources," NHRD Network Journal (July 1 2012), 37-44.

**Tony Fang** (Stephen Jarislowsky Chair of Cultural and Economic Transformation)

- 2011 Fang, T., and Gunderson, M. “Resilience Among At-risk Groups in Canada,” Report for the Social Development Canada.
- 2010 Dungan, P., Fang, T., and Gunderson, M. “The Macroeconomic Impact of Canadian Immigration: An Empirical Analysis Using the FOCUS Model.” Report to the National Metropolis Project and Citizenship and Immigration Canada.
- 2011 Zikic, J, et al. “What Are Immigrants’ Experiences of the Accreditation Process In Different Occupations?” Toronto Immigrant Employment Data Initiative, York University: <http://www.yorku.ca/tiedi/doc/AnalyticalReport15.pdf>
- 2010 Fang, T, et al. “Are Immigrant Earnings Affected by the Size of their Employer?” Toronto Immigrant Employment Data Initiative, York University: <http://www.yorku.ca/tiedi/doc/AnalyticalReport3.pdf>
- 2010 Fang, T., et al. “Are Immigrant wages Affected by the Sources of Job Search Information?” Toronto Immigrant Employment Data Initiative, York University: <http://www.yorku.ca/tiedi/doc/AnalyticalReport7.pdf>
- 2009 Fang, T., and Gunderson, M. “M&E Investments, Workplace Training and Firm Productivity,” Report for the Human Resources and Skill Development Canada.
- 2007 Fang, T., and Gunderson, M. “The Incidence and Determinants of Training Among Older Workers,” Report for Human Resources and Skill Development Canada.
- 2005 Fang, T., and Gunderson, M. “Employment Patterns of Non-Standard Workers: Analysis Using SLID,” Report for Social Development Canada
- 2002 Fang, T., and Verma, A. “Union Wage Premium,” *Perspectives on Labour and Income*, 17-23.
- 2000 Ho, S., et al. (Eds.). *Sustainable Economic Development in South China*, as one of the major contributors to the book, UK: Macmillan Press Ltd.
- 1999 Fang, T. “Canada’s Development Assistance Program and China’s Private Sector Development (Abstract),” *Canadian Foreign Policy* (Fall), 7(1), 160.

### **Ad Hoc Reviewers**

*Social Sciences and Humanities Research Council of Canada (SSHRC)*  
*Ontario Research Fund, Social Sciences, Arts and Humanities Panel*  
*Conference Board of Canada, The Netherlands Organisation for Scientific Research (NWO)*

*Quarterly Journal of Economics, Review of Economics and Statistics, Canadian Journal of Economics, Canadian Public Policy, Academy of Management Journal, Journal of International Business Studies, Industrial Relations (Berkeley), Industrial and Labor Relations Review (Cornell), Human Resource Management (Michigan), International Journal of Human Resource Management, British Journal of Industrial Relation (LSE), Journal of Population Economics, Journal of Economic Behaviour and Organization, China Economic Review, Human Relations, Corporate Governance: An International Review, Gender, Work & Organization, Journal of Business Research, Relations Industrielles, Journal of Labor Research, Journal of Industrial Relation, International Journal of Manpower, Journal of Organizational Change Management Review, Learning and Individual Differences, The Social Science Journal, Canadian Ethnic Studies, Safety Science, Journal of International Migration and Integration, World Economy Review (Fudan), Contemporary Economic Policy, Personnel Review, Journal of Economic Policy Reform, Journal of Asian Economics, IZA Journal of Development and Migration, Journal of Ethnic and Migration Studies, Review of Development Economics, Social Forces, International Migration Review, International Labor Review, The Journal of Behavioral and Experimental Economics, Empirical Economics, China: An International Journal, Discrete Dynamics in Nature and Society*

## **CONFERENCES**

### **Keynote Speeches**

- 2024 Fang, T. Diversity Summit NL. “IDEAS 2024: Workplace Diversity and Inclusion - One Newfoundland Together,” St. John’s, NL, March 21, 2024.
- 2024 Fang, T, Ge, L, and Hartley J. “The Survival and Development Challenges of Overseas Chinese in the United States and Canada: Opportunities and Challenges,” Asian Economic Panel, Seoul, South Korea, March 19-20, 2024.
- 2024 Fang, T. “Immigration and Skilled Labour Force in Atlantic Canada: The Role of Employers and International Students,” Atlantic Research Group on Economics of Immigration, Aging and Diversity, Saint Mary's University, March 8, 2024.
- 2023 Fang, T. “The Future Skills for Medical Talents”, the 2023 CNIW (Centre for New Immigrant Well-Being) Summer Camp, University of Toronto at Scarborough, August 26, 2023.
- 2023 Fang, T. “Climate Change: Risks, Challenges, and Adaptation & Mitigation Strategies”, the 2023 International Conferee on Green Economy and Carbon Neutrality, Kunming, August 14-16, 2023.



- 2023 Fang, T. “Research in Labor Economics and Human Resource Management”, “International Migration and Global Talent Management”, School of Economics and Management, Yunnan Normal University, Kunming, August 15, 2023.
- 2023 Fang, T. “The Frontier of Labor Economics: Theoretical Frameworks, Empirical Research, and Public Policy”, Dongbei University Finance and Economics IAER (Institute for Advanced Economic Research) Summer School, Dalian, August 10, 2023.
- 2023 Fang, T. “Teaching Students in Global Business: Challenges and Opportunities for Success”; International Talent Mobility and Management - Theory, Practice and Policy”, Conference on International Business and Global Talent Management, Changzhou, August 7-8, 2023.
- 2023 Fang, T. “The Attraction and Retention of High-level Overseas Talents”, the 2023 Expert Panel on Global Talent Management, Shanghai Overseas Economics & Technology Promotion Association, Shanghai, July 31-August 1, 2023.
- 2023 Fang, T. “Intro to Labour Economics and an Application: The Impact of Minimum Wages”, Xiangzhang Youth Summer School, Beijing, July 21, 2023.
- 2023 Fang, T. “Labour & Skill Shortages, Remote Work, and Use of Advanced Digital Technologies (ADT): Evidence from Employer Surveys”, Rutgers-Renmin Centre for Global Work and Employment Summer Forum, July 16, 2023.
- 2023 Fang, T. “Anti-Asian Racisms and Global Talent Mobility”, the 2023 Tsinghua Forum on International Entrepreneurship in Kunshan, China, July 10-13, 2023.
- 2023 Fang, T. “Labour and Skill Shortages in Atlantic Canada: Evidence from Employer Surveys,” Invited Speaker at the OECD Meetings on Local Labour Shortages, Trento Centre for Local Development, Centre for Entrepreneurship, SMEs, Regions and Cities, June 20, 2023.
- 2023 Fang, T. “Global Talent Mobility and Management: Canadian Immigrant Integration Services Strategies and Practices,” 2023 International Service Conference, Foushan, June 15-16, 2023.
- 2023 Fang, T. “Global Talent Mobility and Management in a new era,” Hohai University School of Business lecture series, Nanjing, March 11, 2023.
- 2023 Fang, T. “Where Did the Time Go? The Effects of China’s Two-Day Weekend Policy on Labour Supply, Household Work, and Leisure Activities,” 2023 International Service Conference, China Center for Economic Studies, Fudan University, June 12, 2023.

- 2023 Fang, T. "Employee Ownership and Promotive Voice: Evidence from the NBER Database of Shared Capitalism," Shanxi University of Finance and Economics, Taiyuan, June 1, 2023.
- 2023 Fang, T. "Do Employer Attitudes Affect the Hiring of Immigrants and International Students? Evidence from a Survey of Employers," Jiangxi University of Finance and Economics, Nanchang, May 28, 2023.
- 2023 Fang, T. "Where Did the Time Go? The Effects of China's Two-Day Weekend Policy on Labour Supply, Household Work, and Leisure Activities," School of Economics, Shanghai University, Shanghai, May 16, 2023.
- 2023 Fang, T. "Global Talent Mobility and Management: New Challenges and Strategies," School of Public Administration, Zhejiang University, Hangzhou, May 15, 2023.
- 2023 Fang, T. "The Macroeconomic Impacts of Immigration in Atlantic Canada: An Empirical Analysis Using the FOCUS Model," Economic Research Centre, Tsinghua University, Beijing, May 8, 2023.
- 2023 Fang, T. "The Micro Foundation of High-quality Full Employment," School of Applied Economics, University of Academy of Social Sciences, Beijing, May 8, 2023.
- 2023 Fang, T. "The Impact of Minimum Wages on Wages, Wage Spillovers and Employment in China: Evidence from Longitudinal Individual-Level Data," School of Public Administration, Jiangxi University of Finance and Economics, Nanchang, April 7, 2023.
- 2023 Fang, T. "International Migration is a new Era: Theory, Policy, and Empirical Research," School of Public Administration, Hohai University, Nanjing, March 3, 2023.
- 2023 Fang, T. "China and World Economy: History, Present, and Future," Hohai University School of Business lecture series, Nanjing, March 11, 2023.
- 2023 Fang, T. "Where Did the Time Go? The Effects of China's Two-Day Weekend Policy on Labour Supply, Household Work, and Leisure Activities," American University of Sharjah, Sharjah, February 7, 2023.
- 2022 Fang, T. "International Migration Issues in Canada and the US: Theory, Policy, and Empirical Research," School of Economics and Management Lecture Series, Nanjing University of Aeronautics and Astronautics, Nanjing, November 25, 2022.
- 2022 Fang, T. "International Migration Issues in Canada and the US: Theory, Policy, and Empirical Research," Guanghua Forum, Southwest University of Finance and Economics, Chengdu, November 25, 2022.

- 2022 Fang, T. “Challenges, Opportunities, and Future Prospects: International Collaborations and Global Talent Management,” Conference on Promoting Coordinated Regional Economic Development and First-Class Undergraduate Program Development, Sichuan Normal University, Chengdu, November 16, 2022.
- 2022 Fang, T. “Canada’s Immigrant Integration System in a New Era: Digital, Social, and Managerial Innovation in an Age of Disruption,” Invited Panelist, The Vice Regals Conference, St. John’s, October 31, 2022.
- 2022 Fang, T. “Canada’s Immigrant Integration System in a New Era: Digital, Social, and Managerial Innovation in an Age of Disruption” Invited Panelist, IOM World Migration Report, Beijing, November 2, 2022.
- 2022 Fang, T. “Roundtable on Atlantic Momentum,” Invited Panelist, Public Policy Forum, Halifax, September 21, 2022.
- 2022 Fang, T. “Chinese Economic Slowdown and New Sources of Economic Development,” First International Workshop on the Chinese Development Model, July 7-8, Barcelona, 2022.
- 2022 Fang, T. “Canadian Immigrant Settlement Sector: Digital, social, and managerial innovation in an age of disruption” Atlantic Immigration Summit, May 31-June 2, Moncton, 2022.
- 2020 Fang, T. “Understanding Newfoundland & Labrador Economy and Where the Opportunities for International Graduate Students Are,” November 30, 2020.
- 2020 Fang, T. “Recruitment and Retention of Newcomers: The Role of Employers,” TESL NL Inaugural Virtual Conference, November 13-14, 2020.
- 2020 Fang, T. “New Working Arrangements and Worker Performance Under the COVID Global Pandemic,” The 15<sup>th</sup> Annual Meeting of Chinese Labour Economists Association and the Symposium on Labour Market and Social Security of Anhui University of Finance and Economics, September 26, 2020.
- 2020 Fang, T. “Employer Perceptions on Hiring, Retention, Immigration and Growth in Atlantic Canada,” Sea to Sky: PEI Aerospace, Defence and Marine Virtual Conference 2020, PEI, August 12, 2020.
- 2019 Fang, T. “Recruitment and Retention of Newcomers: The Role of Employers,” Come from Away: Immigration in Newfoundland and Labrador, Nexus Centre for Humanities and Social Sciences Research, St. John’s, November 14, 2019.

- 2019 Fang, T. "Skill Mismatch and Chinese Education Reforms," 20th China Annual Conference for International Education & Expo, Beijing, China, October 15, 2019.
- 2019 Fang, T. "Innovation, Entrepreneurship, and Global Talent Policies," The 10th Global Chinese Business Forum, Kunshan, China, July 9, 2019.
- 2019 Fang, T. "Global Talent Management Strategies in a New Era," 2019 President Forum of the Chinese Economists Society, Dalian, China, June 7, 2019.
- 2019 Fang, T. "Broadening Capital Acquisition with the Earnings of Capital in China: An Innovative Means of Promoting Domestic Consumption and Economic Growth," Conference on Endogenous Growth, Participatory Economics, and Inclusive Capitalism, Oxford University, St Benet's Hall, February 8-9, 2019.
- 2017 Fang, T. "Syrian Refugee Arrival, Resettlement and Integration in Canada," The Second International Symposium on Public Service, Zhejiang University, China, December 16, 2017.
- 2017 Fang, T. "From Brain Drain to Brain Circulation: International Migration and Global Talent Management," The 30th International Symposium of Economic Research Center & KITANKAI, November 10, 2017.
- 2017 Fang, T. "The Chinese Approach to Managing Human Resources: The Role of Chinese Family Cultures," The International Forum on Chinese Family Cultures and Ecological Civilization," Tuole, Guizhou, October 28-29, 2017.
- 2017 Fang, T. "International Migration: Making a Case for Fogo," NL Fogo Conference, Fogo, NL. October 19-22, 2017.
- 2017 Fang, T. "The Socioeconomic Benefits of Immigration to Canada," New Brunswick Institute for Research, Data, and Training, University of New Brunswick, Fredericton, May 18, 2017.
- 2017 Fang, T. "International Labor Relations and Chinese Union Research," International Labor Relations Workshops, Sichuan University, Chengdu, China, July 14, 2017.
- 2017 Fang, T. "The Socioeconomic Benefits of Immigration to NL," LIP Community Forum, St. John's, March 2, 2017.
- 2016 Fang, T. "Making a Business Case for International Migration and Cultural Diversity: We are all in this together," Transforming the Mainstream: Immigration in Atlantic Canada, Past, Present and Future Symposium, Halifax, NS, November 18, 2016.

- 2011 Fang, T. "Making a Business Case for the Canadian Immigration: We are all in this together," Thunder Bay Immigration Forum, November 8, 2011.
- 2011 Fang, T. "Labour and Skill Shortages and Employer Responses," Quarterly Meeting of HR Committee, Canadian Electricity Association, Toronto, Ontario, February 3, 2011.
- 2010 Fang, T. "Immigrant Over-education and Foreign Credential Recognition," Institute for Canadian Citizenship, Toronto, Ontario, November 5, 2010.
- 2010 Fang, T. "Job Search Methods and Immigrant Labour Market Outcomes," Skills for Change, The Job Search Workshop Fall Networking Event, Toronto, Ontario, September 23, 2010.

### **Invited Conference Activities**

- 2024 Fang, T. "The Effects of ESOPs and Profit Sharing on Employee Voice: The Role of Psychological Ownership and Financial Benefits," Rutgers University-Oxford University joint employee ownership research conference, Kellogg College of Oxford University, Oxford, UK, August 30, 2024.
- 2024 Fang, T. "Employee Ownership and Workplace Innovation," 2024 Silicon Valley Symposium on Employee Ownership Programs, San Jose, CA, June 9-11, 2024.
- 2024 Fang, T. "The Macroeconomic Impacts of Immigration in Atlantic Canada: An Empirical Analysis Using the FOCUS Model," 2024 Canadian Economics Association annual conference, Toronto, ON, May 30-June 1, 2024.
- 2024 Fang, T. "Immigration and productivity in Atlantic Canada," 26th Metropolis Canada Conference "Our Immigration System: The Way Forward". Montreal, March 13-15, 2024.
- 2023 Fang, T. "Challenges, Opportunities, and Future Prospects: International Collaboration for Language, Cultural and Educational Services and Global Talent Management in a New Era", Invited Keynote Speaker, Nanchang, Jiangxi University of Finance and Economics, October 21-22, 2023.
- 2023 Fang, T. "Macro-economic Impact of Immigration in Atlantic Canada", the international symposium- Enhancing and Embracing Equity, Diversity, and Inclusion in the Canadian Labour Market: The Role of Socioeconomic Research and Public Policy, St. John's, December 5, 2023.
- 2023 Fang, T. "Immigration and Skill and Labour Shortages; Employer Hiring Attitudes; Public Opinion Survey Findings", the international symposium- Enhancing and Embracing

Equity, Diversity, and Inclusion in the Canadian Labour Market: The Role of Socioeconomic Research and Public Policy, St. John's, December 5, 2023.

- 2023 Fang, T. "Atlantic for the Atlantic Momentum Roundtable", Invited Panelist, Public Policy Forum, Halifax, October 16, 2023.
- 2023 Fang, T. "The Antecedents and Consequences of Employer Attitudes towards Hiring Immigrants and International Students: Evidence from a Survey of Employers in Atlantic Canada", the Colloquium Series the Migration and Ethnic Relations Collaborative Graduate Program (MER), Western University, London, October 5, 2023.
- 2023 Fang, T. "Employer Perceptions to Hiring Newcomers and International Students in Newfoundland and Labrador Evidence from 2019 and 2021Employer Survey", Presentation to Department of Immigration and Population Growth, St. John's, September 28, 2023.
- 2023 Fang, T, Lin C, and Tang X. "Estimating the Effects of China's Two-Day Weekend Policy on Labor Supply, Household Work, and Leisure Activities," Visiting Speakers Series, Department of Economics, Brock University, September 26, 2023.
- 2023 Fang, T. "Employer Perceptions to Hiring Newcomers and International Students in Newfoundland and Labrador Evidence from 2019 and 2021Employer Survey", Presentation to Newfoundland and Labrador Workforce Innovation Centre, Corner Brook, September 13, 2023.
- 2023 Fang, T. "The Macroeconomic Impacts of Immigration in Atlantic Canada: An Empirical Analysis Using the FOCUS Model", 2023 Macro Development Workshop, Deakin Downtown, Melbourne, July 6-7, 2023.
- 2023 Fang, T., Hartley, J, and Zhang T. "Exploring the New Journey: A Comparative Study of Settlement Experiences between Syrian Refugees and Non-Syrian Refugees in Small Canadian Communities", TransAtlantic PolicyLab conference on Refugee experiences of integration in Canadian small communities, April 26-27, 2023.
- 2023 Fang, T., Hartley, J, and Zhang T. "A National Project: Examining the Settlement Experiences of Syrian Adult and Youth Refuges in Newfoundland and Labrador", TransAtlantic PolicyLab conference on Refugee experiences of integration in Canadian small communities, April 26-27, 2023.
- 2023 Fang, T. "The Role of Talent Management in Canada's Immigration System of the Future", Invited Panelist, Ottawa, April 24, 2023.
- 2023 Fang, T. "Do Employer Attitudes Affect the Hiring of Immigrants and International

- Students? Evidence from a Survey of Employers”, the 17<sup>th</sup> Western Economic Association International Conference, Melbourne, Australia, April 12-15, 2023.
- 2023 Fang, T. “Anti-Asian Discrimination and the Effects of Covid-19 on Labour Market Outcomes of Recent Immigrants to Canada”, The 3rd CNIW Health & Bio-medical Symposium, University of Toronto, March 19, 2023.
- 2023 Fang, T. “The Macroeconomic Impacts of Immigration in Atlantic Canada: An Empirical Analysis Using the FOCUS Model”, 2023 National Metropolis Conference, Ottawa, March 17, 2023.
- 2023 Fang, T. “Do Employer Attitudes Affect the Hiring of Immigrants and International Students? Evidence from a Survey of Employers,” Migration Working Group: Migrant and refugee integration in Canada Toronto Metropolitan University, February 28, 2023.
- 2023 Fang, T. “Anti-Asian Discrimination and COVID-19 Effects on Recent Immigrants to Canada,” the 67th Annual Meeting of the Comparative and International Education Society (CIES 2023), Washington, D.C., February 18-22, 2023.
- 2023 Fang, T., Cooper D, and Wan V. “The Effects of ESOPs and Profit Sharing on Employee Voice: The Role of Psychological Ownership and Financial Benefits,” Kelso Workshop, New Brunswick, NJ, January 13-15, 2023.
- 2022 Fang, T. “Gender Wage Gap in Medicine,” Main organizer, University of Toronto Faculty of Medicine, McMaster University Faculty of Medicine, Memorial University Faculty of Medicine and Faculty of Humanities and Social Sciences, St. John’s, December 9, 2022.
- 2022 Fang, T., Hsu M., and Lin, C. “Migrants from a Different Shore: Economic Assimilation of Immigrants from China,” Western Economic Association 2022 North Annual Conference, Portland, June 29-July 3, 2022.
- 2022 Tony Fang, Na Xiao, Jane Zhu, John Hartley. “Do Employer Attitudes Affect the Hiring of Immigrants and International Students? Evidence from a Survey of Employers”. National Metropolis Conference, Portland, March 24-26, 2022.
- 2022 Tony Fang, Tingting Zhang, John Hartley. “Examining the Determinants of Managers’ Hiring Attitudes Towards Immigrant Workers: Evidence from an Employer Survey”. National Metropolis Conference, Portland, March 24-26, 2022.
- 2022 Fang, T., Li A. “Profit-Sharing and Workers’ Job-related Behaviours — Moderating Effects of Setting Clear Performance Goals,” Beyster Symposium on Employee Ownership and Profit Sharing, La Jolla, June 26-28, 2022.
- 2022 Fang, T, Lin C, and Tang X. “Where Did the Time Go? The Effects of China’s Two-Day

Weekend Policy on Labor Supply, Household Work, and Leisure Activities,” 2022 American Economic Association Virtual Annual Meetings, January 7-9, 2022.

- 2020 Fang, T., Hsu M., and Lin, C. “Migrants from a Different Shore: Economic Assimilation of Immigrants from China,” Chinese Economists Society 2020 North American Virtual Conference, August 14, 2020.
- 2019 Fang, T. “Recruitment and Retention of Newcomers: The Role of Employers,” The Role of Universities and Other Institutes of Higher Education in Economic, Social and Cultural Development in Peripheral Regions, Memorial University of Newfoundland, St. John’s, November 14-15, 2019.
- 2019 Fang, T. “Can Older Workers Be Retrained? Canadian Evidence from Worker-Firm Linked Data,” Conference on Aged to Perfection: Benefits from an Inactive Population, China Europe Internal Business School, Shanghai, November 14, 2019.
- 2019 Fang, T. “Immigration and Talent Management Policies of Countries Along the Routes of One Belt One Road Initiative,” The Fourth International Think Tank Forum of the 21st Century Maritime Silk Road, Guangzhou, China, November 9, 2019.
- 2019 Fang, T. “Hiring and Retaining Skilled Workers in Atlantic Canada,” Speaker and Session Chair at the Conference on “70 Years of Migration and Interaction,” Beijing, China, July 13, 2019.
- 2019 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 Center, Atlanta, GA, May 31-June 1, 2019.
- 2018 Fang, T. “The Impact of Minimum Wages on Wages, Wage Spillovers and Employment in China: Evidence from Longitudinal Individual-Level Data,” The Fifth Annual Conference of the International Consortium of China Studies (ICCS), HKUST, Hong Kong, China, June 25-26, 2018.
- 2018 Fang, T. “How Has the Two-Day Weekend Policy Affected Labor Supply and Household Work in China?” Presentation, the President Forum of the Chinese Economists Society, University of Nottingham at Ningbo, June 21, 2018.
- 2018 Fang, T., Gunderson M., and Lin, C. “The Impact of Minimum Wages on Wages, Wage Spillovers and Employment in China: Evidence from Longitudinal Individual-Level Data,” Paper presented at the Canadian Economics Association Annual Conference in Montreal, June 2, 2018.



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- 2018 Fang, T., and Long, R. "Profit Sharing and Workplace Productivity: Does Teamwork Play a Role?" Paper presented at the Administrative Sciences Association Canada (ASAC) Annual conference, Toronto, May 28, 2018.
- 2018 Fang, T. "The Roles and Functions of Chinese Unions in Multinational Corporations," Paper presented at the Canadian Industrial Relations Association annual conference, Montreal, May 4, 2018.
- 2017 Fang, T. "Syrian Refugee Arrival, Resettlement and Integration in Newfoundland and Labrador", Paper presented at the Pathways to Prosperity Conference, Toronto, November 16-17, 2017.
- 2017 Fang, T. "Linkages between Workplace Skill Training and Firm Productivity: Analysis Using WES," Ottawa Partners Meeting of the Network "Productivity, Firms and Incomes", Bank of Canada, Ottawa, September 26, 2017.
- 2017 Fang, T. "The Effects of the Transnational Ties of Overseas Diaspora and Return Migrations," Presentation at the International Metropolis Conference 2017, Hague, The Netherlands, September 18-22, 2017.
- 2017 Fang, T. "The Use and Impact of Job Search Procedures by Migrant Workers in China," Session Chair, Presentation at the European Group of Organizational Studies (EGOS) 2017 Annual Conference, Copenhagen, Denmark, July 6-8, 2016.
- 2017 Fang, T. "The Use and Impact of Job Search Procedures by Migrant Workers in China," Paper presented at the International Consortium of Chinese Studies (ICCS), June 20-21, ZEW, Mannheim, Germany, June 20-21, 2017.
- 2017 Fang, T. et al. "Syrian Refugee Arrival, Resettlement and Integration in Newfoundland and Labrador," Presentation at 19th National Metropolis Conference, Montreal, QC, March 16-18, 2017.
- 2017 Fang, T. "Causes and Consequences: The Over-Educated Immigrants in Canadian Labour Market," Accepted for presentation at the CIES 2017, the 61st Annual Conference of the Comparative and International Education Society, Atlanta, GA, March 5-9, 2017.
- 2017 Fang, T., and Long, R. "Profit Sharing and Workplace Productivity: Does Teamwork Play a Role?" Accepted for presentation at Strategic Management Society Special Conference on Strategic Human Capital, Management practices, and Performance," Milan, Italy, March 31-April 1, 2017.
- 2017 Fang, T. "Is Secular Stagnation Coming to China's Economy?", Session Chair, American Economic Association Annual Conference, Chicago, January 6, 2017.

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- 2016 Fang, T., and Long, R. "Profit Sharing and Workplace Productivity: Does Teamwork Play a Role?" Paper presented at the 2016 CRDCN annual Conference, Saskatoon, SK, October 31-November 1, 2016.
- 2016 Fang, T. "Access to Imported Intermediates and Intra-firm Wage Inequality in China," Paper presented at the International Alliance of Chinese Studies at Fudan University in Shanghai, China, September 10-11, 2016.
- 2016 Fang, T. "Ethnic Wage Differentials: The Role of Gender, Immigration, and Output Pay," Paper presented at the Gender Gaps Conference, Warsaw, Poland, July 1-2, 2016.
- 2016 Fang, T. "The Use and Impact of Job Search Procedures by Migrant Workers in China," Paper presented at the Canadian Economics Association 2016 Annual Conference, Ottawa, Ontario, June 3-7, 2016.
- 2016 Fang, T., Ge, Y., and Fan, Y. "Chinese Unions in Multinational Corporations: Rent Seeking or Profit Sharing?" Paper presented at "The Global Transformation of Work: Market Integration, China's Rise, and Labor Adaptation Conference." Rutgers University, March 16-18, 2016.
- 2016 Fang, T. "Using Large Workplace Surveys to Investigate HRM: Possibilities and Pitfalls," Presentation at the Second HR Division International Conference (HRIC), Sydney, Australia, February 20-22, 2016.
- 2015 Fang, T., and Lin, C. "Minimum Wages and Employment in China," Paper presented at the second conference on New Structural Economics at Peking University, Beijing, China, December 14-15, 2015.
- 2015 Fang, T., and Atallah, N. "Research Priorities for Immigration to the Atlantic," Co-chair and panelist at Pathways to Prosperity 2015 National Conference: Responding to a Changing Immigration Environment, Toronto, ON, November 29-December 1, 2015.
- 2015 Fang, T. "Vulnerable Groups in Canada and Labour Market Exclusion," Paper presented at the Atlantic Canada Economics Association annual conference, Wolfville, NS, October 23-25, 2015.
- 2015 Fang, T., and Long, R. "Profit Sharing and Workplace Productivity: Does Teamwork Play a Role?" Paper presented at the Academy of Management Annual Conference, Vancouver, BC, August 7-11, 2015.
- 2015 Fang, T., Ge, Y., and Fan, Y. "Chinese Unions and Multinational Corporations: Synergy or Strife?" Paper presented at the second annual meeting of International Consortium of Chinese Studies (ICCS), University of Oxford, St. Edmund Hall. August 6-7, 2015.

**Tony Fang** (Stephen Jarislowsky Chair of Cultural and Economic Transformation)

- 2015 Fang, T. "From Brain Drain to Brain Circulation: International Migration and Global talent Management," Paper presented at the Tsinghua Annual Conference on Overseas Chinese Entrepreneurship, Beijing, July 20, 2015.
- 2015 Fang, T., and Lin, C. "Minimum Wages and Employment in China," Paper presented at the 2015 American Economic Association (AEA) Annual Conference, Boston, Massachusetts, January 3-5, 2015.
- 2015 Fang, T., Ge, Y., and Fan, Y. "Chinese Unions in Multinational Corporations: Rent Seeking or Profit Sharing?" Paper presented at the 2015 American Economic Association (AEA) Annual Conference, Boston, Massachusetts, January 3-5, 2015.
- 2014 Fang, T. Discussant for the paper "Unemployment and Labor Force Participation in China: long Run Trends and Short Run Dynamics (By Shuaizhang Feng, Yingyao Hu, and Robert Moffit)," 2014 Harvard University/National Bureau of Economic Research (NBER) China Conference, Boston, Massachusetts, October 24-25, 2014.
- 2014 Fang, T., and Lin, C. "Minimum Wages and Employment Transitions: Longitudinal Evidence from China," Paper presented at the conference "Reforming Minimum Wages and Labor Regulation Policy in Developing and Transition Economics," Beijing, China, October 18-19, 2014.
- 2014 Fang, T. "Human Capital Strategy and Global Talent Management in China," President Forum, Chinese Economists Society, Guangzhou, China, June 13, 2014.
- 2014 Fang, T. "Talent Management in China," Inaugural Meeting of the International Consortium of China Studies, Beijing University, Beijing, China, April 20-21, 2014.
- 2014 Fang, T., and Gunderson, M. "Poverty Dynamics among Vulnerable Groups in Canada: Longitudinal Analysis based on SLID 1993-2010," Inequality in Canada: Driving Forces, Outcomes and Policy, IRPP-CLSRN Conference, Ottawa, February 24-25, 2014.
- 2014 Fang, T., and Long, R. "Profit Sharing and Workplace Productivity: Does Teamwork Play a Role?" ASSA Annual Conference, Philadelphia, January 2014.
- 2013 Fang, T. "A Tale of Two Strategies in China: Achieving Economic Development Strategy Through Human Capital Strategy," TED Conference, Fudan University, Shanghai, China, September 21-22, 2013.
- 2013 Fang, T., and Lin, C. "Minimum Wages and Employment in China," TED Conference, Fudan University, Shanghai, China, September 21-22, 2013.
- 2013 Cadsby, B., Engel-Warnick, J., Fang, T., and Song, F. "Disentangling Financial and Social

**Tony Fang** (Stephen Jarislowsky Chair of Cultural and Economic Transformation)

- Risk in Tournament-Based Compensation Schemes,” Conference on Tournaments, Contests and Relative Performance Evaluation, Fresno Center of the University of California, Merced, Fresno, CA, March 15-17, 2013.
- 2013 Fang, T., and Ge, Y. “Globalization, Unions and Labor Demand Elasticity in China,” International Labour Process Conference, Rutgers University, New Jersey, USA, March 18-20, 2013.
- 2013 Fang, T., and Long, R. “Profit Sharing and Workplace Productivity: Does Teamwork Play a Role?” WEAI Conference, Tokyo, March 14-17, 2013.
- 2013 Zhao, C., and Fang, T. “The Determinants of Outward FDI by Chinese Firms: The Role of the Chinese Returnees,” 27th AIRAANZ Conference, Perth, Australia, February 6-8, 2013.
- 2011 Fang, T. "A Tale of Two Strategies: Human Capital and Economic Development Strategies in China," 2011 China Global Talents Conference, Guanzhou, China, December 19, 2011.
- 2011 Dungan, P., Fang, T., and Gunderson, M. “The Macroeconomic Impact of Canadian Immigration: An Empirical Analysis Using the FOCUS Model,” National Metropolis Conference, Vancouver, BC, March 23, 2011.
- 2010 Dungan, P., Fang, T., and Gunderson, M. "Macroeconomic Impacts of Canadian Immigration: Results from a Macro-Model,” Conference on the Economics of Immigration, Ottawa, Ontario, October 29-30, 2010.
- 2010 Fang, T., Samnani, A. K., Novicevic, M. M., Bing, M.N. “Liability-of-Foreignness Effects on Job Success of Immigrant Job Seekers,” Paper presented at the 2010 Academy of Management Meeting, Montreal, Quebec, August 6-10, 2010.
- 2010 Fang, T. “Minority Language as Human Capital, Human Rights, A Resource, or A Mark for Discrimination?” Paper presented at International Conference on Canada-China Ethno-Cultural Diversity Comparative Studies, Kunming, Yunnan, China, July 27-28, 2010.
- 2009 Fang, T., and Heywood, J. S. “Immigration, Ethnic Wage Differentials and Output Pay in Canada,” Paper presented at the 2009 Academy of Management Meeting, Chicago, Illinois, August 7-11, 2009.
- 2009 Novicevic, M. M, Bynum, L. A., Hayek M., and Fang T. "Integrating Barnard's and Contemporary Views of Industrial Relations and HRM," Paper presented at the 2009 Academy of Management Meeting, Chicago, Illinois, August 7-11, 2009

**Tony Fang** (Stephen Jarislowsky Chair of Cultural and Economic Transformation)

- 2009 Cadsby, B., Engle-Warnick J., Fang, T., and Song, F. "Psychological and Financial Incentives in Tournament Pay: An Artefactual Field Experiment," Paper presented at the 2009 Academy of Management Meeting, Chicago, Illinois, August 7-11, 2009.
- 2009 Fang, T., and Heywood, J. S. "Immigration, Ethnic Wage Differentials and Output Pay in Canada," Paper presented (**Best Paper Honourable Mention**) at the 2009 *Administrative Sciences Association of Canada*, Niagara Falls, June 2009.
- 2009 Fang T., and Gunderson, M. "Linkages Between Workplace Skills Training and Firm Productivity: Analysis Using WES 1999-2004," *2009 Statistics Canada Socio-Economic Conference*, Ottawa, May 2009.
- 2008 Fang, T., and Long, R. "Do Profit-Sharing Plans Increase Employee Earnings?" Paper presented at the *2008 Academy of Management Annual Conference*, Anaheim, California, August 2008.
- 2008 Fang, T., Zikic, J., and Novicevic, M. "Career Success of Immigrant Professionals: Stock and Flow of their Career Capital," Paper presented (**AOM Best Symposium Award**) at the *2008 Academy of Management Annual Conference*, Anaheim, California, August 6-9, 2008.
- 2008 Fang, T., and Long, R. "Do Employees Profit from Profit Sharing?" Paper presented at the Annual Conference, *2008 Administrative Sciences Association of Canada*, Halifax, May 2008.
- 2008 Fang, T., and Wald, S. "The Overeducation of Immigrants in the Canadian Labour Market: Evidence from the Workplace and Employee Survey," Paper presented at the *2008 Canadian Industrial Relations Annual Conference*, Vancouver, June 4-6, 2008.
- 2008 Fang, T., and Lee, B. "Work-Life Benefit Programs and Employee Labour Market Outcomes," Paper presented at the *2008 Western Academy of Management Meetings*, Oakland, California, March 26-29, 2008.
- 2008 Fang, T., and Long, R. "Do Profit-Sharing Plans Increase Employee Earnings?" Paper presented at the Pay Study Group, *Allied Social Sciences Association Meetings*, New Orleans, Louisiana, January 2008.
- 2007 Fang, T., and Long, R. "How Strategic Is Strategic Pay? The Case of Profit Sharing," Paper presented at the *2007 Academy of Management Conference*, Philadelphia, Pennsylvania, August 3-8, 2007.

**Tony Fang** (Stephen Jarislowsky Chair of Cultural and Economic Transformation)

- 2007 Zatzick, C. D., Fang, T., and Moliterno, T. P. "Revisiting the Change/Performance Relationship: Contributions from the VPC Framework," Paper presented at the *2007 Academy of Management Annual Conference*, Philadelphia, Pennsylvania, August 2007.
- 2007 Long, R., and Fang T. "Is Compensation Actually Strategic: The Case of Profit Sharing," Paper presented at the *2007 Annual Conference, Administrative Sciences Association of Canada*, Ottawa, June 2-5, 2007.
- 2007 Belcourt, M., Fang, T., Podolsky, M., and Singh, P. "Symposium on Organizational Outcomes of Individual and Bundled Practices", Paper presented at the *2007 Annual Conference, Administrative Sciences Association of Canada*, Ottawa, June 2-5, 2007.
- 2007 Fang, T., and Wald, S. "The Overeducation of Immigrants in the Canadian Labour Market: Evidence from the Workplace and Employee Survey," Paper presented at the *2007 Statistics Canada Socio-economic Conference*, Ottawa, May 28-29, 2007.
- 2007 Fang, T. "Antecedents and Consequences of Skill Shortages in Canada," Paper presented at the *2007 Western AOM Meetings*, Missoula, Montana, March 21-24, 2007.
- 2007 Campolieti, M., Fang, T., and Gunderson, M. "Skill Acquisition of Dropouts and Subsequent Labour Market Behaviour," Paper presented at the *Pacific Rim Conference*, Beijing University, Beijing, January 2007.
- 2006 Luchak, A., and Fang, T. "Business Strategy, Deferred Compensation and Organizational Performance," *43rd Annual Conference, Canadian Industrial Relations Association*, York University, Toronto, Ontario, June 2006.
- 2006 Fang, T., and Heywood, J. S. "Immigration, Ethnic Wage Differentials and Output Pay: Canadian Evidence from the WES," Paper presented at the *Conference on Understanding Cultural Diversity and the Economics of Social Inclusion and Participation*, Montreal, Quebec, May 25-26, 2006.
- 2006 MacPhail, F., and Fang, T. "Trends in Casual Work in the Canadian Labour Market," "Exploring New Realities of Gender in Canadian Society" project funded by *Statistics Canada Socio-Economic Conference*, Ottawa, May 15-16, 2006.
- 2006 Fang, T., and Heywood, J. S. "Output Pay, Language, and Ethnic Wage Differentials," Paper presented at the *Conference on Education, Training and the Evolving Workplace*, Vancouver, British Columbia, May 2006.
- 2006 Fang, T., and Luchak, A. "HR Strategy, Deferred Compensation, and Firm Performance," Paper presented at the Pay Study Group, *Allied Social Sciences Association Meetings*, Boston, Massachusetts, January 2-6, 2006.

- 2005 Verma, A., and Fang, T. "Are Canadian Workplaces Getting Smaller and Smarter? The Impact of Union Status, Innovation and Workplace Practices on Workplace Size," *Conference on Evolving Workplace*, Ottawa, Ontario, September 27-28, 2005.
- 2005 Luchak, A., and Fang, T. "Pensions or Group RRSPs: Patterns of New Plan Adoptions, Establishing Secondary Plans, Terminations and Plan Substitutions," *Conference on Evolving Workplace*, Ottawa, Ontario, September 27-28, 2005.
- 2005 Fang, T., and Heywood, J. S. "Output Pay and Ethnic Wage Differentials: Canadian Evidence," *Annual Meeting of the Academy of Management*, Honolulu, Hawaii, August 2005.
- 2005 Fang, T., and Heywood, J. S. "Unionization and Plant Closure in Canada," *39th Annual Conference, Canadian Economics Association*, Hamilton, Ontario, June 2005.
- 2005 Luchak, A., and Fang, T. "Pensions or Group RRSPs: Patterns of New Plan Adoptions, Establishing Secondary Plans, Terminations and Plan Substitutions," *42nd Annual Conference, Canadian Industrial Relations Association*, London, Ontario, June 2005.
- 2005 Fang, T. "Pensions, RRSPs, and Employee Quit Transitions," Presented at the *57th Industrial Relations Research Association Annual Conference*, Philadelphia, Pennsylvania, January 2005.
- 2004 Fang, T., and Heywood, J. S. "Gender, Ethnicity, and Performance Pay," *41st Annual Conference, Canadian Industrial Relations Association*, Winnipeg, Manitoba, June 2004.
- 2004 Verma, A., and Fang, T. "Union-Nonunion Wage Differentials and High Commitment Workplace Practices," *2004 Annual Conference, Academy of Management*, New Orleans, Louisiana, August 2004.
- 2004 Wagar, T., Grant, J., and Fang, T. "What Distinguishes Successful and Unsuccessful Downsizers?" *2004 Annual Conference, Administrative Sciences Association of Canada*, Quebec City, Quebec, June 2004.
- 2004 Verma, A., and Fang, T. "Workplace Nonunion Grievance Procedures in Canada: A Comparison of Cross-sectional and Longitudinal Estimates," *56th Industrial Relations Research Association Annual Conference (IRRA Best Paper Award)*, San Diego, California, January 2004.
- 2003 Fang, T., and Luchak, A. "Determinants of Pension and Group RRSP Coverage in Canada," *40th Canadian Industrial Relations Association Annual Conference*, Halifax, Nova Scotia, June 2003.

- 2003 Fang, T. “Do Pensions and Group RRSPs Reduce Quits?” *37th Annual Conference, Canadian Economics Association*, Ottawa, Ontario, May 2003.
- 2002 Fang, T., and Luchak, A. “Deferred Compensation and Organizational Productivity,” *39th Annual Conference, Canadian Industrial Relations Association*, Toronto, June 2002.
- 2001 Luchak, A., Fang, T., and Gunderson, M. 2001. “How Has Public Policy Shaped Defined-Benefit Coverage in Canada?” *38th Annual Conference, Canadian Industrial Relations Association (IRRA Best Student Paper)*, Quebec City, Quebec, May 2001.

### **Conference and Workshop Organizing**

- 2023 Fang, T. “Enhancing and Embracing Equity, Diversity, and Inclusion in the Canadian Labour Market: The Role of Socioeconomic Research and Public Policy,” Organizer, St. John’s, NL, Canada, December 5-6.
- 2022 Fang, T. “Gender Wage Gap in Medicine Symposium,” Main Organizer, St. John’s, NL, Canada, December 5.
- 2021 Fang, T. “International Labour and Global Talent Issues in a New Era Conference,” Main Organizer, St. John’s NL, Canada, and Hefei, Anhui, China, September 24-25.
- 2019 Fang, T. “Productivity, Innovation & Entrepreneurship: The Role of Immigration and Workforce Diversity,” Main Organizer, St. John’s, November 26-27.
- 2018 Fang, T. “The Immigration and Sustainable Development Conference,” Main Organizer, St. John’s, NL, November 29-30.
- 2017 Fang, T. “The International Forum on Chinese Family Cultures and Ecological Civilization,” Main Organizer, Tuole, Guizhou, October 28-29.
- 2017 Fang, T. “Population Symposium: Impact of Demographic Shift and Immigration on Labour Market, Service Delivery & Economy in Newfoundland and Labrador,” Main Organizer, December 6.
- 2017 Fang, T. “The Effects of the Transnational Ties of Overseas Diaspora and Return Migrations,” Workshop Organizer, International Metropolis Conference 2017. Hague, The Netherlands. September 18-22.



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- 2016 Fang, T. "Migration, Trade, and Diasporas: Engines for Economic Development and Integration," Workshop Organizer, 2016 International Metropolis Conference. Nagoya, Japan, October 24-28.
- 2014 Fang, T. "China at the Crossroads: The New Phase of Economic Reforms, Industrial Upgrading and Economic Development." Main Organizer. Chinese Economist Society Australia (CESA) Conference, Melbourne, Australia, July 7-8.
- 2013 Fang, T. "The Chinese Financial System in Transition: Reforms, Policies, and Practices." Main Organizer. 2013 Chinese Economist Society Annual Conference, Chengdu, China, June 8-10.
- 2012 Fang, T. "China in the World Economy: Searching for Sustainable Economic Growth." Main Organizer. Chinese Economists Society President Forum, December 15-16.
- 2010 Fang, T. "Employment dynamics and social security in an international perspective, an Inaugural Conference for the Network of Employment and Development." Main Organizer. Fudan University, Shanghai, June 12-14.

### **Workshops, Forums, Discussions, and Other Presentations**

- 2021 Fang, T. "Attracting and Retaining Immigrants beyond the Gateways", Panel Discussion at the National Immigration Centre (NIC) Spring 2021 Members Meeting, The Conference Board of Canada, April 21.
- 2021 Fang, T. "Employer Perceptions to Hiring Newcomers & International Students in Newfoundland and Labrador." Presentation at the NL Workforce Innovation Centre (NLWIC) #tipoftheiceberg series: Immigration and Workforce Development in Newfoundland and Labrador, February 24.
- 2020 Fang, T. Panelist. "A Roundtable to Explore Critical Reflections, Challenges and Strategies for Data Analysis," Canada Excellence Research Chair (CERC) in Migration and Integration, Ryerson University in Toronto, October 2.
- 2020 Fang, T. Panelist. "Spotlight On Immigration and Settlement," Public Policy & the Data Revolution, Building on 20 years of CRDCN research impact, Canadian Research Data Centre Network, October 7.
- 2020 Fang, T. "Multiple regressions made simple," Migration Research Gyms, Canada Excellence Research Chair (CERC) in Migration and Integration, Ryerson University in Toronto, June 23.

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- 2020 Fang, T. “Multiculturalism in Businesses and Communities,” Panel discussion at Diversity Summit, Association for New Canadians, June 25.
- 2018 Fang, T. “Syrian Refugee Arrival, Resettlement and Integration in Newfoundland and Labrador,” The IRCC Knowledge Mobilization Program, Ottawa, May 8.
- 2017 Fang, T. Presentation. “Recent Changes in Immigration Policies and Talent Strategies in Canada and the United States,” Zhongshan University, Guangzhou, December 21.
- 2017 Fang, T. Panelist. Population Symposium: Impact of Demographic Shift and Immigration on Labour Market, Service Delivery & Economy in Newfoundland and Labrador, December 6.
- 2017 Fang, T. Lecture. “Shared Capitalism: Profit Sharing, Employee Earnings and Workplace Productivity,” Korean Labor Institute, Sejong, South Korea, November 2.
- 2017 Fang, T. Lecture. “Chinese Economic Slowdown and New Sources of Economic Development,” University of Perugia, Italy, October 11.
- 2017 Fang, T. Participant. The Inaugural Meeting of the Atlantic Immigration Pilot Reference Group. Halifax, Nova Scotia. September 26.
- 2017 Fang, T. Commentary on “Introduction to the Economic Theory That Gave Rise to the ESOP,” and “The Cross-section of Non-wage Amenities: Who Uses Them and Why?” Beyster Symposium, La Jolla, California, June 25-28.
- 2017 Fang, T. Special Lecture. “Skill Mismatch and Education Reforms in China,” The CES President Forum. Nanjing University of Auditing, Nanjing, June 9.
- 2017 Fang T, et. al. “The Population Project: Research findings and future research plan,” Labrador Research Forum, Labrador City, April 30-May 4.
- 2017 Fang, T. Lecture. “The Socioeconomic Benefits of Immigration to Canada,” Université de Sherbrooke, Sherbrooke, May 15.
- 2017 Fang, T. Lecture. “The Use and Impact of Job Search Procedures by Migrant Workers in China,” HEC, Montreal, May 12.
- 2017 Fang, T. Participant. Roundtable consultation on immigration, Halifax, April 29.
- 2017 Fang, T. Special Lecture. “Migration, Diasporas, and Trade: Engines for Economic Development and Integration,” Capital University of Economics and Business, Beijing, April 25.

- 2017 Fang, T. Special Lecture. "Migration, Diasporas, and Trade: Engines for Economic Development and Integration," Tsinghua University and Research Institute of Overseas Chinese, Beijing, April 24.
- 2017 Fang, T., and Long, R. "Employee Ownership and Workplace Innovation," Presented at The Mid-Year Fellows Workshop in Honor of Louis O. Kelso, New Brunswick, New Jersey, January 15-17.
- 2016 Fang, T. "Profit Sharing Consequences for Workers," Presentation in Honor of Professor Richard Long, The Beyster Symposium, La Jolla, California, June 26-28.
- 2016 Fang, T. "Review of 30 years of studies on employee ownership." Presentation at the Mid-Year Fellows Workshop in honor of Louis O. Kelso. Rutgers University, New Brunswick, New Jersey, January 10-12.
- 2014 Fang, T., and Lin, C. "Minimum Wages and Employment in China," 6<sup>th</sup> IZA/CIER Annual Workshop on Research in Labor Economics, Bonn, Germany, July 18-19.
- 2014 Fang, T. Discussant for the paper "Financial Effects of Employee Stock Ownership Plan (ESOP) and Employee Stock Options Plan (SOP) in Chinese Publicly Listed Companies: 2006-2012," (by Xiaoya Liang), The Beyster Symposium, La Jolla, California, June 22-24.
- 2014 Fang, T. "The Migration Effects on Economics Development of Host Country: Case of Canada," World Bank/Metropolis Public Seminar, "Migrant Re-integration and Homeland Development: Policy Prospects and Potential", Ottawa, Ontario, March 4.
- 2014 Fang, T., and Long, R. "Do Strategic Factors Affect Adoption of Profit Sharing? Longitudinal Evidence from Canada?" Mid-year Fellows Workshops in Honor of Louise O. Kelso, Rutgers University, New Brunswick, New Jersey, January 12-14.
- 2013 Fang, T., and Long, R. Seminar. "Profit Sharing and Workplace Productivity: Does Teamwork Play a Role?" University of Toronto, Centre for Industrial Relations & Human Resources, Toronto, October 28.
- 2013 Fang T., and Lin, C. "Minimum Wages and Employment in China,"  
October 4: Tulane University, Department of Economics  
October 7: Rutgers University, Department of economics  
October 9: Wesleyan University, Department of Economics  
October 15: University of Toronto, Centre for Industrial Relations & Human Resources  
October 16: Western University, Department of Economics
- 2013 Fang, T., and Long, R. "Profit Sharing and Workplace Productivity: Does Teamwork Play

- a Role?" Mid-year Fellows Workshop in honor of Louis O. Kelso, Rutgers University, New Brunswick, New Jersey, January 13-15.
- 2012 Fang, T. Lecture. "Shared Capitalism: Do Employees Profit from Profit-sharing Plans?" Antai College, Shanghai Jiaotong University, March 5.
- 2012 Fang, T. "Why Apple Products are Made in China? The Great Transformation of the Global Labor Market and the Human Capital Implications," China Agricultural University, Beijing, China, March 9.
- 2011 Fang, T. "The Canada-China Trade Relationships," Book Launch of the China Challenges: Sino-Canadian Relations in the 21st Century, University of Toronto, Toronto, October 19.
- 2011 Fang, T. Lecture. "Trade and Prosperity: The Flow of Goods and People," Tsinghua University, Beijing, China, September 28.
- 2010 Fang, T. "Macroeconomic Impacts of Canadian Immigration: Results from a Macro-Model", Citizenship and Immigration Canada Research Network Meeting, Ottawa, Ontario, October 26.
- 2010 Fang, T. "Macroeconomic Impacts of Canadian Immigration: Results from a Macro-Model", CERIS Research Seminar, Toronto, Ontario, October 22.
- 2010 Fang, T. "Macroeconomic Impacts of Canadian Immigration: Results from a Macro-Model", Rotman Institute for International Business Roundtable, University of Toronto, December 1.
- 2010 Fang, T. "Overeducated Chinese Immigrants in the Canadian Labour Market: Causes and Consequences," "Migration in China and Asia: Experience and Policy: A Seminar of the International Metropolis Project in China", Beijing, China, May 20-21.
- 2008 Fang, T. Presentation at the *PISA-YITS 2000 - 2008: Research, Findings and Implications*, Quebec City, Quebec, February 11-12.
- 2007 Fang, T. "Overeducated Chinese Immigrants in the Canadian Labour Market: Causes and Consequences," Paper presented at the *2007 International Symposium on Contemporary Labor Economics (LABOR 2007)*, Xiamen, Fujian, China, December 8-9.
- 2007 Fang, T., and Gunderson, M. "Minimum Wage Impacts on Older Workers: Longitudinal Estimates for Canada," Paper presented at the "100 Years of Minimum Wage Regulation," *A British Journal of Industrial Relations Workshop*, London School of Economics, London, United Kingdom, December 14.

**Tony Fang** (Stephen Jarislowsky Chair of Cultural and Economic Transformation)

- 2007 Campolieti, M., Fang, T., and Gunderson, M. "Skill Acquisition of Dropouts and Subsequent Labour Market Behaviour," CLSRN Education and Training Workshop, Kingston, Ontario, September 16-17.
- 2007 Fang, T., and Lee B. "Family-Friendly Benefit Programs and Employee Labour Market Outcomes," Paper presented at *Canadian Employment Research Forum*, Halifax, Nova Scotia, May 31-June 1.
- 2007 Campolieti, M., Fang, T., and Gunderson, M. "Skill Acquisition of Dropouts and Subsequent Labour Market Behaviour," Presented at *The Youth in Transition Survey Symposium Research, Findings and Implications Workshop*, Ottawa, Ontario, February 2007.
- 2006 Fang, T., and Heywood, J. S. "Immigration, Ethnic Wage Differentials and Output Pay: Canadian Evidence from the WES," Paper presented at the *BJIR* workshop on "*The Political Economy of Immigration and Migration Labour*," London School of Economics, London, March 10.
- 2005 Fang, T. "Recent Trends in Wages and Non-Wage Benefits," *Human Resources Management Association of British Columbia 2005 Fall Symposium*, Prince George, October 25-26.
- 2005 Fang, T. Participant. *Expert Consultation on Private Pension Plans*, Government of Canada, Ottawa, September 28.

## EXECUTIVE TEACHING

- Memorial University of Newfoundland MA Program in Economics: "Labour Economics"
- Memorial University of Newfoundland MBA in Social Enterprise and Entrepreneurship: "Economics and Public Policy"
- University of Academy of Social Sciences (UCASS) Graduate Program: "Social Science Research Methods"
- University of Science and Technology of China International MBA Program, "Human Resources Management"
- Chinese University of Hong Kong (Shenzhen) MA Program in Economics: "Labour Economics"
- University of Pennsylvania Wharton Executive Education Program: "Talent Management"
- Tsinghua University EMBA Program: "Human Resource Management"
- Zhejiang University EMBA Program: "Strategic Compensation", "Managerial Economics and Decision Making"
- Hunan University EMBA Program: "Strategic Compensation and Talent Management"

- Monash Business School MA Program: “International Business” and “Human Resource Management”
- University of Toronto Master of Human Resources and Industrial Relations: “Strategic Compensation”
- York University Executive MHRM Program: “Issues in Human Resource Management”
- Southwest University of Finance and Economics EMBA Program: “Strategic Compensation”
- East China University of Science and Technology IMBA: “Managerial Economics and Decision Making”
- Jiangsu Government Executive Training Program: “Global Talent Management”, “International Workforce Planning”, “Program Evaluations: Measuring Needs, Objectives, Performance in Public Policy”, York University Asian Business Development Program
- The Chinese Academy of Personnel Science, “Canadian Immigration Policy and New Talent Demand,” “Global Talent Mobility and Management Practices”
- Beijing Municipal Government Training Program (Human Resource Management Model Innovation Training Project in the Regional Internationalization of the Human Resources and Social Security Bureau of Beijing Chaoyang District Human Resources and Social Security Bureau): “Global Talent Management”, “International Workforce Planning”, York University Asian Business Development Program

### **INVITED SEMINARS**

- MIT Sloan School of Management
- Oxford University, St Benet's Hall
- HEC Montreal, International Business Department
- Peking University, Chinese Centre for Economic Research
- Tsinghua University, School of Economics and Management
- Tsinghua University, School of Humanities and Social Sciences
- University of Tokyo, Institute for Social Sciences
- Nagoya University, Graduate School of International Development
- University of Chinese Academy of Social Sciences, School of Economics
- Nanyang Technological University
- Beijing Forestry University, School of Economics and Management
- School of Economics, Qingdao University
- Hefei University of Technology, School of Economics
- Hefei University, School of Economics and Management
- Anhui University of Finance and Economics, School of Economics
- Sichuan Agricultural University, School of Economics
- Sichuan Agricultural University, School of Humanities and Social Sciences
- Sichuan University, School of Business
- Sichuan University, School of Economics

- China Three Gorges University
- Hunan University, School of Business
- Michigan State University, School of Human Resources and Labor Relations
- Zhejiang University, School of Management
- Zhejiang University, School of Public Administration
- Antai College of Economics and Management, Shanghai Jiaotong University
- Xi'an Jiaotong University, School of Management
- Nanjing University, School of Business
- Fudan University, China Center for Economic Studies
- Fudan University, School of Economics
- Deakin University, School of Business
- Hunan University, School of Business
- University of Macau, Department of Economics
- University of Macau, Faculty of Business Administration
- Hong Kong University of Science and Technology
- Chinese University of Hong Kong, Shenzhen
- City University of Hong Kong, Department of Economics and Finance
- City University of Hong Kong, Department of Public Policy
- The Hang Seng University of Hong Kong
- Jiangsu University, School of Finance and Economics
- Wuhan University, School of Economics and Management
- Wuhan University of Technology, School of Economics
- Beijing Normal University, School of Economics and Management
- Zhongshan University, Lingnan (University) College
- Zhongshan University, School of National Governance Research Institute
- Jinan University, School of Economics
- Guangdong Agricultural University, School of Economics
- Guangdong University of Foreign Studies, Canada Research Centre and Centre for International Migration Studies
- Guangdong University of Foreign Studies, School of Business
- Nankai University, School of Economics
- Guangdong University of Finance and Economics
- Tianjin University of Finance and Economics
- Southwest University of Finance and Economics, School of Finance
- Hohai University, School of Public Administration
- Yunnan Normal University, School of Economics and Management
- Zhongnan University of Finance and Economics, School of Economics
- South China Normal University, School of Economics and Management
- Renmin University, School of Labour Relations and Human Resources
- Renmin University, School of Economics
- Renmin University, School of Business

- School of Business, Ningbo University
- School of Economics and Management, China Agricultural University
- China University of Geosciences, School of Economics and Management
- College of Business, Shanxi University
- Northeastern University, School of Business Administration
- Shanghai University of Finance and Economics, School of Economics
- Central University of Finance and Economics, School of Economics
- Southwest University of Finance and Economics, School of Business Administration
- Southwest University of Finance & Economics, Research Institute of Economics & Management
- University of Electronic Science & Technology of China, School of Economics & Management
- Eastern China University of Science and Technology, School of Business
- School of Administrative Studies, York University
- School of Economics, Zhejiang Commerce University
- Faculty of Social Sciences, University of Western Ontario
- School of Business, George Washington University
- College of Commerce, University of Saskatchewan
- Department of Economics, McMaster University
- DeGroote School of Business, McMaster University
- Department of Economics, University of Guelph
- School of Economics, Shandong University
- Zicklin School of Business, City University of New York
- Business and Labour Market Analysis Division, Statistics Canada
- School of Business Management, Ryerson University
- Faculty of Business Administration, Memorial University of Newfoundland
- I. H. Asper School of Business, University of Manitoba
- Faculty of Management, UBC Okanagan
- School of Business, University of Northern British Columbia
- College of Business and Economics, University of Wisconsin at Whitewater
- School of Management, University of Ottawa
- School of Business, Brock University
- School of Tourism and Hospitality Management, University of Guelph

## **ACADEMIC AND PROFESSIONAL ASSOCIATIONS**

2010-	<i>Singtao Daily</i> , Vancouver, Freelance Writer for column “ <i>Essays from the Academy</i> ”
2010-	Freelance Writer, <i>Singtao Daily (Canada)</i>
2009-2012	Domain Leader, Economic and Labour Market Integration, CERIS- Ontario Metropolis Centre
2009-2012	Toronto Region Immigrant Employment Council (TRIEC), Council Member
2008-2009	Data Committee Chair, CERIS - Ontario Metropolis Centre



2008- American Economic Association  
2008- Hong Kong Economic Association  
2007-2008 Member, Board of Directors, Chinese Economists Society  
2005- Canadian Economics Association  
2005- Administrative Sciences Association of Canada  
2005- Canadian Industrial Relations Association  
2005-2006 Member, Board of Directors, Immigrants and Multicultural Society, Prince George  
2004- Labor and Employment Relations Association  
2003- Academy of Management  
2003-2004 Canadian Executive Service Organization, Volunteer Advisor  
2000-2001 Chair, Board of Directors, U of T Association of Chinese Students and Scholars  
1992-2004 *Changjiang Daily*, Wuhan, China, Freelance Writer for column “*Overseas Spotlight*”  
(over 150 articles published in various Chinese newspapers and magazines)

### **GRADUATE FACULTY MEMBERSHIPS**

2015- Graduate Faculty Member, Economics, Memorial University of Newfoundland  
2013- Graduate Faculty Member, Industrial Relations and Human Resources, University of Toronto  
2013-2014 Graduate Faculty Member, Department of Management (MIB, Ph.D.), Faculty of Business and Economics, Monash University  
2008-2009 Associate Graduate Faculty Member, Industrial Relations and Human Resources, University of Toronto  
2007-2012 Graduate Faculty Member, Human Resources Management (MHRM, Ph.D.), York University  
2007-2012 Associate Graduate Faculty Member, Economics (MA, Ph.D.), York University

### **TRAINING OF HIGHLY QUALIFIED PERSONNEL**

#### **Postdoctoral Fellows – 7**

Dr. Halina Sapeha, Dr. David Brake, Dr. Jane Zhu, Dr. Sherine Khattab, Dr. Elahe Nezhadossein, Dr. Andrew Lin, and Dr. Noor UN Nisa

#### **Graduate (Ph.D., MA, and MSc) – 22**

Kerri Neil, Opeyemi Jaunty-Aidamebor, Sara Pun, John Hartley, Michelle Debnath-Canning, Viet Hoang Ha, Yanfen Ally Li, Donny Persaud, Sinikka Okkola, Qi Zhang, Jason Waters, Xin Chen, Nabila Qureshi, Sumaiya Akter, Celestine Muli, Shatabdi Paul, Md Arifur Rahman, Paula Struk Jaia, Tiffany GalePeace John Onyinyechi, Menglin Zhang, and Arielle Skye Przybysz

## **Undergraduate (BA, BBA, BComm, BSc) – 32**

Petr Kocourek, Graham King, Troy Osmond, Evan McCarthy, Colin Brockerville, Alex Wells, Komran Mackey, Hanan Ahmed, Adrian Castro, Sakshi Vora, Abdel Rahman Ahmed, Fatiha Islam Nowrin, Tejus Revi, Leyao Chen, Saleh Areefin Hoque, Ramy El-Gharbawy, Braden Dennis Smeaton, Fatemeh Naderi, Yifei Li, Sumaila Kwame Iddrisu, Michael Joseph Wroblewski, Denzel Kareem Tourkmani-Macdonald, Rafia Akter, Mannan Aggarwal, Shah Labib Hasan, Yeshwin Ayappa Madura Palangappa, Sabad Sarar Srizon, Sumaiya Ahmed, Debirah Offia, Naushin Zayma, Sydney Kipchumba Kipkorir, and Daniel Godden Brown

### **UNIVERSITY SERVICES**

2022-2023	SGS Review Committee of International Education Diploma Program
2022-	Faculty Hiring Committee, Memorial Economics
2022	Faculty Tenure and Promotion Committee, Memorial Economics
2022	Headship Search Committee, Memorial Economics
2020	External PhD Thesis (Economics) Examiner: Jason Adams, “Examinations of the labour market outcomes and housing of Ontario social assistance recipients,” Queen’s University, Kingston, Ontario
2020	PhD Thesis (Interdisciplinary) Examiner: Sherine Khattab, “The gender wage gap and women's labour mobility in Newfoundland and Labrador,” Memorial University
2019	PhD Thesis (Education) Examiner: Sonja Knutson, “International education leadership experiences in Canadian universities: Policy and practice,” Memorial University
2019	PhD Thesis (Education) Examiner: Hua Que, “Surviving to Thriving: Post-secondary Education for Refugee Youth in Smaller Centers in Canada,” Memorial University
2017-2018	Curriculum Committee, Memorial Economics
2016-2017	Faculty Tenure and Promotion Committee, Memorial Economics
2015-2016	MA Program Review Committee, Faculty Hiring Committee, Memorial Economics
2012-2014	Program Director, Master of International Business. Led a faculty team to achieve a 5-year EQUIS re-accreditation from a 3-year accreditation for the Monash Business School
2011	External PhD Thesis (Administration) Examiner: Liang Wang, “Institutional, Temporal, and Cross-Cluster Dynamics in Agglomeration,” Schulich School of Business, York University
2010	External PhD Thesis (Economics) Examiner: Yue Xing, “Implicit Contracts and Immigrant Wages in Canada,” Carleton University and University of Ottawa
2010-2011	Faculty Tenure and Promotion Committee
2010-2011	SSHRC Travel and Small Grants Committee
2008-2009	Dean's Advisory Group on Technology

- 2007-2010 Graduate Student Selection Committee, School of Human Resources Management, York University
- 2007-2009 Senate Committee on Student Recruitment, Admission, and Assistance, York University (Chair, 2008- 2009)
- 2007 Faculty Hiring Committee, Human Resources Management, York University

## **MEDIA COVERAGE**

**“N.L. budget reaction”, CBC The Signal with Adam Walsh, March 22, 2024.**  
<https://www.cbc.ca/listen/live-radio/1-89/clip/16051242>

**“What needs to change to get more newcomers to stay in N.L.?” CBC The Signal with Adam Walsh, February 7, 2024,** <https://www.cbc.ca/listen/live-radio/1-89/clip/16040720>

**“More people moved to Newfoundland and Labrador than ever before last year, so how do we make this province a place where they want to stay?” CBC St John's Morning Show with Krissy Holmes, January 26, 2024.** <https://www.cbc.ca/listen/live-radio/1-56-st-johns-morning-show/clip/16038086-more-people-moved-newfoundland-labrador-ever-last-year>

**“It's a resources issue, they need to improve': Retainment of youth and immigrants prompted discussion to address future of N.L.'s population,” The Saltwire, January 25, 2024,** <https://www.saltwire.com/atlantic-canada/news/its-a-resources-issue-they-need-to-improve-retainment-of-youth-and-immigrants-prompted-discussion-to-address-future-of-nls-population-100932028/>

**“St. John's – A Data Story on Immigration and Climate Change,” Panel Discussion with the Chief Statistician of Canada, Anil Arora, January 24, 2024.**  
<https://www.statcan.gc.ca/en/events/data-story/stjohns2024>

**“Safeguarding Your Finances in 2024,” Nancy Snedden of the VOCM Your Money, The Financial Show, January 10, 2024,** <https://soundcloud.com/vocm/jan-20th-safeguarding-your-finances-in-2024>

**“Darrell Roberts was live at a conference all about making Canadian workplaces more equitable for everyone,” CBC, December 5, 2023,** [https://www.ivoox.com/darrell-roberts-was-live-at-a-conference-all-audios-mp3\\_rf\\_120581984\\_1.html](https://www.ivoox.com/darrell-roberts-was-live-at-a-conference-all-audios-mp3_rf_120581984_1.html)

**“What do we know about employer attitudes towards newcomers?” September 28, 2023, St John's Morning Show with Krissy Holmes,** <https://www.cbc.ca/listen/live-radio/1-56-st-johns-morning-show/clip/16012494-what-employer-attitudes-towards-newcomers>

**“In Canada's search to attract tech workers, are other migrant workers getting lost in the mix?”** CBC, July 7, 2023. <https://www.cbc.ca/news/canada/tech-worker-strategy-migrant-worker-impact-1.6898742>

**“Il y a un déséquilibre entre les compétences des immigrants et les emplois qu'ils occupent,”** Radio-Canada, Publié le 17 avril, 2023. <https://ici.radio-canada.ca/nouvelle/1972082/immigrants-travail-dans-leur-domaine-emploi-capital-humain>

**“Economist says there's a skills mismatch between some newcomers and where they work,”** CBC, April 15, 2023. <https://www.cbc.ca/news/canada/newfoundland-labrador/newcomers-jobs-ural-nl-1.6811426>

**“Foreign workers trained for in-demand jobs like nursing are working in N.L. fish plants,”** CBC, April 15, 2023. <https://www.cbc.ca/player/play/2193783875901>

**“Welcome, reimagined”,** Public Policy Forum, February 21, 2023. <https://ppforum.ca/articles/welcome-reimagined/>

**“Aging Newfoundland and Labrador is facing a bleak long-term 'population crisis' and while immigration is crucial, it's not the 'solution to everything',”** The Telegram, January 30, 2023. <https://www.saltwire.com/atlantic-canada/news/aging-newfoundland-and-labrador-is-facing-a-bleak-long-term-population-crisis-and-while-immigration-is-crucial-its-not-the-solution-to-everything-100819145/>

**“N.L. immigration minister slams feds over lack of support,”** CBC News, November 24, 2022. <https://www.cbc.ca/news/canada/newfoundland-labrador/immigration-allocation-nl-1.6663174>

**“Don't get too excited about N.L.'s unexpected surplus, experts say,”** CBC News, October 25, 2022. <https://www.cbc.ca/news/canada/newfoundland-labrador/newfoundland-labrador-fiscal-surplus-1.6627518>

**“Cap on international students' working hours should be lifted permanently: advocates”,** CTV News, October 11, 2022. <https://www.ctvnews.ca/politics/cap-on-international-students-working-hours-should-be-lifted-permanently-advocates-1.6104450>

**“Why A Recession Appears Imminent & How It Could Impact Our Province,”** VOCM, August 13<sup>th</sup>, 2022. <https://soundcloud.com/vocm/august-13th-why-does-a-recession-appear-imminent-how-it-will-impact-our-province>

**“Tony Fang: ‘El retorno de la inversión en China disminuye,’”** La Vanguardia, July 17, 2022. <https://www.lavanguardia.com/economia/20220717/8413338/fang-sociedad-economistas-chinos-retorno-inversion-china-disminuye.html>

**“Ukraine crisis gives N.L. a chance to show how committed it is to newcomers, CBC Co-Ed, May 8, 2022** <https://www.cbc.ca/news/canada/newfoundland-labrador/fang-brake-ukraine-opinion-nl-1.6442718>

**“Ukraine crisis, welcoming newcomers, and thoughts on the future of the province”, May 10, 2022, CBC Cross Talk,** <https://www.cbc.ca/listen/live-radio/1-89-crosstalk/clip/15911648-gardening-day>

**“Helping Ukrainian refugees start a new life in Newfoundland,” Featured at CBC The Current, May 13, 2022,** <https://podcasts.apple.com/us/podcast/helping-ukrainian-refugees-start-a-new-life-in/id151487761?i=1000561084754>

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**“Finding ways to keep older workers in the workforce,” Featured at CBC The Current, May 1, 2022,** <https://www.cbc.ca/player/play/2028330051698>

**“Here are Now: In-depth analysis of the underlying reasons for inflation at present and how the public can reduce their financial risk” Featured at CBC Here and Now, April 20, 2022.** <https://youtu.be/V8K-BAu5nz4?t=2560>

**“Warmer welcome: N.L. residents increasingly in favour of immigration, researcher finds,” Gazette, March 25, 2022.** <https://gazette.mun.ca/research/warmer-welcome/>

**“N.L. advocates say anti-racism education review needs representation, expertise,” CBC, February 11, 2022.** <https://www.cbc.ca/news/canada/newfoundland-labrador/anti-racism-education-review-1.6347085>

**“Minimum Wage Debate,” Your Money with Nancy Snedden, VOCM, February 5, 2022.** <https://soundcloud.com/vocm/feb-5th-minimum-wage-debate>

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**“The Low Interest Rate Environment & It's Impact On Investments & Savings,” Your Money with Nancy Snedden, VOCM, September 18, 2021.**

<https://vocm.com/2019/08/01/your-money-the-financial-show/>

**“Help Wanted,”** St. John’s Morning Show, **CBC**, September 16, 2021.

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**“Newcomer working in N.L.? This prof wants to hear from you,”** **CBC**, July 6, 2021.

[Newcomer working in N.L.? This prof wants to hear from you | CBC News](#)

**“Out of the Fog (Jason) Dr. Tony Fang,”** **Rogers TV**, May 18, 2021.

[https://www.youtube.com/watch?v=4O-QCp\\_8fy0](https://www.youtube.com/watch?v=4O-QCp_8fy0)

**“Vast depth: Moe then \$3 million in federal funding to propel research in science and research.”** (MUN Gazette, June 17, 2021).

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**“For immigrants in N.L., ‘friendly’ doesn’t always mean ‘welcoming:’ economist,”** **Toronto Star**, February 5, 2021.

<https://www.thestar.com/news/canada/2021/02/05/for-immigrants-in-nl-friendly-doesnt-always-mean-welcoming-economist.html>

**“NL Population Crisis,”** **CBC Cross Talk**, **CBC**, February 4, 2021.

<https://podcasts.apple.com/ca/podcast/nl-population-crisis/id967011927?i=1000507736529>

**“Trying to achieve inclusion and diversity? Focus on small and medium-sized businesses,”** **Toronto Star**, February 8, 2021.

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**“Remote Possibilities: University-Community Engagement During a Time of Distance Webinar,”** Invited Panelist, Memorial University of Newfoundland, February, 4, 2021.

<https://www.mun.ca/publicengagement/toolkit/RemotePossibilities.php>

**“Socioeconomic Benefits of Immigration to NL and Employer Perceptions of Hiring Newcomers and International Students,”** Sharing Our Cultures Program, **Rogers TV**, October 15, 2020. <https://www.facebook.com/RogerstvStJohns/videos/sharing-our-cultures-dr-tony-fang/1275706002788107/>

**“Economic uncertainty abounds if second wave hits Atlantic Canada,”** (Telegram, July 27, 2020). <https://www.thetelegram.com/business/local-business/economic-uncertainty-abounds-if-second-wave-hits-atlantic-canada-478149/>

**“Black Lives Matter, racism against Indigenous Canadians backdrop for N.L. diversity summit,”** CBC, June 26, 2020.

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**“How multiculturalism helps Newfoundland and Labrador's economy,”** Telegram/The Guardian, June 26, 2020.

<http://www.thetelegram.com/business/local-business/how-multiculturalism-helps-newfoundland-and-labradors-economy-466437/>

<http://www.theguardian.pe.ca/business/regional-business/how-multiculturalism-helps-newfoundland-and-labradors-economy-466437/>

**“All the Reasons Why Canada needs Immigration – and More of It,”** National Post, Headline News, October 5, 2019.

<https://business.financialpost.com/news/economy/all-the-reasons-why-canada-needs-immigration-and-more-of-it>

**“Vaughn Hammond, Mary Shortall, Alyse Stuart, and Dr. Tony Fang on Minimum Wage,”** VOCM, September 7, 2019.

<https://soundcloud.com/vocm/september-7th-vaughn-hammond-mary-shortall-alyse-stuart-and-dr-tony-fang-on-minimum-wage?in=vocm/sets/vocm-bdo-canada-present-your>

**“Researcher of the Month - Tony Fang,”** MUN HSS Faculty, August 2019.

[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 ramps up in Newfoundland and Labrador,”** Telegram, Headline news, August 3, 2019).

<https://www.thetelegram.com/news/local/debate-over-15hour-minimum-wage-ramps-up-in-newfoundland-and-labrador-339314/>

**“Do you support immigration as a way to grow the population?”** Guest Host CBC “Cross Talk” with Don Mills and Ramona Dearing, CBC, April 17, 2019.

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

**“How to prepare the economy for the baby boom bust: Don Pittis,”** CBC, April 15, 2019.

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**“On the rocks: Newfoundland's reckoning,”** The Globe and Mail, Cover Story, March 2, 2019.

<https://www.theglobeandmail.com/business/article-newfoundlands-reckoning-will-the-province-crumble-under-its-debt/>

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**“Recruitment and retention: Study to delve into factors affecting immigrants' employment,”** MUN Gazette, January 21, 2019.

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**“\$2.27-Million Slated for Six Workforce Innovation Projects,”** VOCM, January 11, 2019

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**“New Projects through Workforce Innovation Centre to Support Rural Residents, Women, Newcomers,”** Government of NL, January 11, 2019.

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**“Kerri Claire Neil wins NDP race for Windsor Lake nomination over Matt Howse,”** CBC, August 28, 2018.

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**“Motion from N.L. Conservatives to axe birthright citizenship against Canadian values, says professor,”** CBC, August 26, 2018.

<https://www.cbc.ca/news/canada/newfoundland-labrador/conservative-birthright-citizenship-1.4799492>

**“保守黨反對生育旅遊 學者指違加核心價值,”** Singtao Daily, August 27, 2018.

<http://www.singtao.ca/toronto/3130870/2018-08-27/post-保守黨反對生育旅遊-學者指違加核心價值/>

**“MUN Researches Refugee Impressions,”** VOCM, April 28, 2018.

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**“Newfoundland needs immigrants and anti-racism action now,”** National Post, April 19, 2018.

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**“Warm welcome not enough to keep refugees in N.L.: New report examines settlement experiences and retention,”** CBC, April 4, 2018.

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**“The Social Economic Benefits of Immigration to NL”, CBC “On the Go” with Ted Blades (CBC, March 22, 2017).** <http://www.cbc.ca/news/canada/newfoundland-labrador/programs/onthego>

**“Will women in this province ever see pay equity?” CBC “Cross Talk” with Cecil Haire, (CBC, March 14, 2017).** <http://www.cbc.ca/radio/podcasts/newfoundland-and-labrador/cross-talk/>

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**“The immigration jump: Are more immigrants good for the economy? March 7, 2016. IZA World of Labor.”** <http://wol.iza.org/commentary/opinions/the-immigration-jump-are-more-immigrants-good-for-the-economy>

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