

## CURRICULUM VITAE

### TONY (TAO) FANG

#### CONTACT INFORMATION

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#### EDUCATION

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

M.A., Economics, Memorial University of Newfoundland

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

#### RELEVANT EMPLOYMENT

- 2015- Stephen Jarislowsky Chair in cultural and Economic Transformation, Memorial University of Newfoundland
- 2013-14 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
- 2014- Adjunct Professor, University of Toronto
- 2013 Visiting Scholar, Harvard University
- 2012- Associate Professor, I. H. Asper School of Business, University of Manitoba
- 2014-16 Honorary Dean, School of Economics and Management, Yunnan Normal University
- 2012 Visiting Professor, the Wharton School of the University of Pennsylvania
- 2011 Visiting Professor, Centre for Industrial Relations & Human Resources, U of Toronto
- 2011 Visiting Professor (Short-term), Economics & Finance, City University of Hong Kong
- 2011 Visiting Fellow, Department of Economics, University of Macau
- 2009-12 Associate Professor (Tenured), Human Resources Management, York University
- 2006-08 Assistant Professor, Human Resources Management, York University
- 2004- Research Associate, Centre for Industrial Relations & Human Resources, U of Toronto
- 2004-06 Assistant Professor, Human Resources Management, University of Northern BC

2001-04 Business and Labour Market Analyst, Statistics Canada  
2000-01 Research Economist, Human Resources Development Canada  
1998-01 Researcher, Faculty of Business Administration, Memorial University of Newfoundland  
1998-99 Teaching Assistant, Department of Economics, Memorial University of Newfoundland  
1998 Business Manager Intern, Wearnes Hollingsworth Electronics (US) Anqing Co., China  
1996-98 Research Assistant, United Nations Centre for Human Settlements, Vancouver, BC  
1996-98 Project Coordinator, Chinese Research Centre, Institute of Asian Research, UBC  
1990-95 Lecturer, School of Economics and Management, Wuhan University, Wuhan, China

### **AWARDS AND DISTINCTIONS**

2017- Fellow, Royal Society of Arts (FRSA, UK)  
2019-2021 PI, “Employer Perceptions to Hiring Newcomers and International Students in Newfoundland and Labrador”, Newfoundland and Labrador Workforce Innovation Centre Research Funding: \$238,932.18  
2019-2010 PI, Employer Perceptions to Hiring Newcomers and International Students in the Atlantic Provinces (\$59,251.34, ACOA)  
2019-2023 Collaborator, “Labour Market and Workplace Issues in China,” SSHRC Insight Grants (\$76,135)  
2018-2021 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 (With Liyan Zhang): RMB 200,000  
2016- Honorary Dean, School of Management, Xihua University (China)  
2014-2016 Honorary Dean, School of Economics and Management, Yunnan Normal University  
2017 Dean of Humanities and Social Sciences Graduate Supervision Award, Memorial University  
2016-2022 Co-Investigator, “Productivity, Firms and Incomes”, SSHRC Partnership Grant, (\$2.5 million)  
2016-2017 SSHRC Targeted Research: Syrian Refugee Arrival, Resettlement and Integration competition (\$24,332)  
2016-2017 Harris Centre Applied Research Funds: Settlement and Integration of Refugees in Newfoundland and Labrador (\$14,455)  
2015-2019 Co-Investigator, “Pathways to Prosperity”, SSHRC Partnership Grants (\$2.5 million)  
2016 Harris Centre Population Project, “Public Service Delivery,” (\$14,900, PI)  
2016 Harris Centre Population Project, “Temporary Foreign Workers,” (\$6,000, PI)  
2015-2020 Stephen Jarislowsky Chair in Cultural and Economic Transformation (with a support of \$2 Million Dollars Endowment Funds from the Jarislowsky Foundation)  
2014-2015 Research Grant on International Migration, Overseas Chinese Ass. (RMB 100,000)  
2014-2019 Member, World Bank Advisory Committee on Migration and Development (KNOMAD)  
2012-2013 President, Chinese Economist Society (CES)

- 2009-2012 Domain Leader, Economic and Labour Market Integration, CERIS - Ontario  
Metropolis Centre
- 2009-2012 Toronto Region Immigrant Employment Council (TRIEC), Council Member
- 2014 2014 ASSA Executive Officer
- 2016- Member, Editorial Advisory Board, *Canadian Public Policy*
- 2017- Member, Editorial Board, *Journal of Participation and Employee Ownership*
- 2013- Guest Editor, *China Economic Review*
- 2012 Asper School of Business Start-up Funds (\$75,000)
- 2012- Research Fellow, IZA - Institute for the Study of Labor
- 2012-16 Natural Sciences Research Grants of China (with Xiaoxia Zhao): RMB 220,000
- 2012-16 Natural Sciences Research Grants of China, "The Impact of Heterogeneous  
Resources on IT Investment Performance" (No.71272061, RMB 530,000 , with  
Kaiming Wang)
- 2012-15 The Reforms of the Transitional Wage Policy and Its Determination Mechanisms: An  
Behavioural Economic Analysis, Natural Sciences Research Grants of China (with  
Xianghong Wang et al.): RMB 440,000
- 2012-13 J. Robert Beyster Faculty Fellowship (US\$25,000)
- 2012-13 SSHRC Aid to Workshop Grant "International Workshop on Global Climate Change  
Internal and International Migration" (Principal Investigator, \$23,702)
- 2012- Invited Expert, Centre for China & Globalization
- 2011-2014 SSHRC Standard Research Grants (Principal Investigator, \$62,453)
- 2011-2012 SSHRC Public Outreach Grant (Principal Investigator, \$120,000)
- 2011- Researcher, Employment Policy Research Network
- 2010-2013 Chutian Scholar of Hubei Province, P.R. China
- 2010-2012 SSHRC International Opportunity Fund (Principal Investigator, \$25,000)
- 2009 Nominee, 2010 Bank of Canada Governor's Award
- 2010-2011 HRSDC Research Grant "Resilience Among At-risk Groups in Canada," (\$45,957)
- 2009-2011 SSHRC Metropolis National Research Grant (Principal Investigator, \$67,500)
- 2008-2011 SSHRC Knowledge Impact in Society Research Grants (Co-applicant, \$500,000)
- 2007-2011 SSHRC Standard Research Grants (Sole Investigator, \$59,539, with \$12,800 RTS)
- 2008 HRSDC Research Grants "M&E Investments, Workplace Training and Firm  
Productivity," (\$51,855, with M. Gunderson)
- 2008 SSHRC/CERIS (The Ontario Metropolis Centre) Research Grant (Sole Investigator,  
\$12,000)
- 2007 HRSDC Research Grants "Linkages Between Workplace Skills Training and Firm  
Productivity: Analysis Using WES 1999-2004," (\$51,450, with M. Gunderson)
- 2006 Finalist, 2006 Purvis Prize for Top Contribution in Economic Policy
- 2006-07 HRSDC Grants "Training Among Older Workers," (\$25,000, with M. Gunderson)
- 2006 CLSRN Research Grants (\$15,000, with M. Gunderson and M. Campolieti)
- 2006 York University Start-up Grants (\$20,000)
- 2005-2006 SSHRC Initiative on the New Economy Skills Grant (Sole Investigator, \$24,352)
- 2005 HRDC Research Grants "Employment Dynamics of Non-standard Workers,"  
(\$24,984, with M. Gunderson).

- 2004 University of Northern British Columbia Start-up Grants (\$15,000)  
2004 AILR/IRRA Best Paper Award  
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)  
2001 Dr. David Chu Traveling Scholarship (\$4,600)  
2001 Industrial Relations Research Association Best Student Writing Award (US\$500)  
2000-01 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 ACTIVITY

### Peer-reviewed Publications

- 2019 Fang, T, Ge Y and Jiang YH. "Access to Imported Intermediates and Intra-firm Wage Inequality," *The World Economy*. Forthcoming. ABDC: A
- 2019 Fang, T, Wei X, Jiao Y. "Language Premium Myth or Fact: Evidence from Migrant Workers of Guangdong, China," Revise and Re-submit, *Journal of Labor Research*. Forthcoming. ABDC: B
- 2019 Fang, T. and Messacar, D. "Voluntary Job Separations and Traditional versus Flexible Workplace Saving Plans: Evidence from Canada," *Canadian Public Policy*. Forthcoming.
- 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*. Forthcoming. ABDC: A
- 2019 Fang, T, et. al. "Syrian Refugee Integration in Newfoundland and Labrador," in *A National Project: Canada's Syrian Refugee Resettlement Experience*, McGill-Queen's University Press, Forthcoming.
- 2019 Fang, T. *The Migration Advantage: Lessons from Canada and Around the World*. UTP Insight Book Series, University of Toronto Press, Forthcoming.
- 2019 Fang, T. "China: Talent Management in Transition," in *Talent Management Handbook*, Edward Elgar Publishers, Forthcoming.

- 2019 Fang T, Sapeha H, and Neil K. “Should I Stay or Should I Go Now? Refugee Retention in Newfoundland and Labrador,” *Diversity*, Forthcoming.
- 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.
- 2018 Fang T, Sapeha H, and Neil K. “Integration and Retention of Refugees in Smaller Communities,” *International Migration*, Published online on October 11, 2018, <https://onlinelibrary.wiley.com/doi/full/10.1111/imig.12517>. ABDC: A.
- 2018 Fang, T, Ge Y, Fan YQ. “Unions and the Productivity Performance of Multinational Enterprises: Evidence from China,” *Asian Business & Management*. <https://link.springer.com/article/10.1057/s41291-018-00052-0>. ABDC: C
- 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., & 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*, Vol. 15, No. 3, pp. 1-21. ABDC: B
- 2016 Fang, T, Gunderson. M, and Lin, C. “The Use and Impact of Job Search Procedures by Migrant Workers in China,” *China Economic Review*, vol. 37, pp. 154-165. ABDC: A
- 2016 Fang, T. “Profit sharing: Consequences for workers” *IZA World of Labour*, vol. 225, pp.1-10.
- 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 (2017 Doug Purvis Memorial Prize Winner)*.
- 2015 Fang, T and Lin C. “Minimum Wages and Employment in China,” *IZA Journal of Labour Policy*, vol. 4, no. 22, pp. 1-30.

- 2015 Fang T, Gunderson M. "Vulnerable Groups in Canada and Labour Market Exclusion". *International Journal of Manpower*, vol. 36, no. 6, pp. 1-27. ABDC: A
- 2015 Long R and Fang T. "Is Compensation Actually Strategic: The Case of Profit Sharing," *International Journal of Human Resource Management*, Vol. 26, No. 7, pp. 971–1001. ABDC: A
- 2015 Chen Zhao, Fang, T. 2015. "Outward Foreign Direct Investment by Chinese Firms: The Case of Changzhou," In HY Wang and YP Liu *Entrepreneurship and Talent Management from A Global Perspective*: Edward Elgar.
- 2014 Fang, T. "Global Talent Management in China," In A Ariss *Global Talent Management: Challenges, Strategies, and Opportunities*: Springer.
- 2013 Fang, T, Samnani AK, Novicevic MM, Bing MN. "Liability-of-Foreignness Effects on Job Success of Immigrant Job Seekers." *Journal of World Business* (Columbia). Vol. 48, No. 1, pp. 98–109. ABDC: A
- 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)*. Vol. 51, No. 1, pp. 174-195. ABDC: A\*
- 2012 Zatzick CD, and Moliterno T, and Fang, T. "Strategic Mis(fit): The Implementation of TQM in Manufacturing Organizations," *Strategic Management Journal*. Vol.33 No. 11, pp. 1321-1330. ABDC: A\*
- 2012 Long R and Fang, T. "Do Employees Profit from Profit Sharing? Evidence from Canadian Panel Data". *Industrial and Labor Relations Review* (Cornell). Vol. 65, No. 4 Pages: 899-927. ABDC: A\*
- 2012 Fang, T and Ge Y. "Unions and Firm Innovation in China: Synergy or Strife?" *China Economic Review*, vol. 23, no. 1, March 2012, pp. 170–180. ABDC: A
- 2011 MM Novicevic, LA Bynum, M Hayek, Fang, T. "Integrating Barnard's and Contemporary Views of Industrial Relations and HRM", *Journal of Management History* vol. 17, no.1, pp. 126-38. (Emerald Literati Network 2012 Awards for Excellence) ABDC: A
- 2010 Fang T and Heywood JS. "Immigration, Ethnic Wage Differentials and Performance Pay in Canada," *British Journal of Industrial Relations*, vol. 48, no. 1, pp. 109-130. ABDC: A\*

- 2010 Fang, T, Campolieti M., and Gunderson M. "Labour Market Outcomes and Skill Acquisition of High-School Dropouts," *Journal of Labor Research*, vol. 31, no. 1, pp. 39-52. ABDC: B
- 2009 Fang, T. and Gunderson M. "Minimum Wage Impacts on Older Workers: Longitudinal Estimates from Canada," *British Journal of Industrial Relations*, vol. 47, no.2, pp. 371-387. ABDC: A\*
- 2009 Fang, T, Zikic J, and Novicevic MM. "Career Success of Highly Qualified Foreigners: Stock and Flow of their Career Capital." *International Journal of Manpower*, 30(5): 472-488. ABDC: A
- 2009 Fang, T. "Workplace Responses to Skill and Labour Shortages in Canada," *International Journal of Manpower*, vol. 30, no. 4, pp. 326-48. ABDC: A
- 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*, vol. 34, no. 4, pp. 457-480. ABDC: C
- 2008 Fang T, MacPhail F. "Transitions from Temporary to Permanent Work in Canada: Who Makes the Transition and Why?" *Social Indicators Research*, vol. 88, no. 1, pp. 51-74. ABDC: A
- 2006 Heywood JS and Fang T. "Unionization and Plant Closures in Canada," *Canadian Journal of Economics*, vol. 39, no. 4, pp. 1173-94. ABDC: A
- 2006 Heywood JS and Fang T. "Output Pay and Ethnic Wage Differentials: Canadian Evidence," *Industrial Relations (Berkeley)*, vol. 45, no. 2, pp. 173-94. ABDC: A\*
- 2005 Campolieti M, Fang, T and Gunderson M. "The Effects of Minimum Wages on Youth Employment Transitions: 1993-1999," *Canadian Journal of Economics*, vol. 38, no. 1, pp. 81-104. ABDC: A
- 2005 Campolieti M, Fang, T and Gunderson M. "How Minimum Wages Affect Schooling-Employment Outcomes in Canada, 1993-1999," *Journal of Labor Research*, vol. 26, no. 3, pp. 533-45. ABDC: B
- 2004 Luchak AA, Fang, T and Gunderson M. How Has Public Policy Shaped Defined-Benefit Pension Coverage in Canada? *Journal of Labor Research*, vol. 25, no. 3, pp. 469-84. (2001 IRRA Best Student Paper Award). ABDC: B

### **Submitted or In Progress**

- 2019 Fang, T and Long R. "Profit Sharing and Workplace Productivity: Does Teamwork Play a Role?" Revise and Re-submit, *International Journal of Human Resource Management*. ABDC: A
- 2018 Fang, T, Lin C, and Tang X. "How Has the Two-Day Weekend Policy Affected Labor Supply and Household Work in China?" In preparation for submission.
- 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," Submitted to *Journal of Labor Research*. ABDC: B
- 2018 Fang, T and Lin C. "From a Different Shore: The Economic Performance of Chinese Immigrants in the United States, 1990-2010. In Progress.
- 2018 Fang T and Lee B. "The Effects of Work-Life Benefits on Employee Job Outcome". Submitted to the *Journal of Vocational Behaviour*. ABDC: A\*
- 2018 Long, R. and Fang, T. "Do Rewards Affect Workplace Innovation?" In Progress.
- 2018 Long, R. and Fang, T. "Profit Sharing and Employment Stability: Panel Data Evidence,"
- 2018 Xiu, L and T. Fang. "Corporate Performance and CEO Compensation in China: The Effects of State Ownership and Managerial Power," In Progress.

### **Research Reports**

- 2018 Fang, T, et. al. "Retention and Integration of Refugees in Newfoundland and Labrador," <http://www.mun.ca/harriscentre/reports/>
- 2017 Fang, T et. al. "The Temporary Foreign Worker Program and Employers in Labrador," [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)
- 2018 Fang, T et. al. "Public Service Delivery in Labrador", [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," Completed.

### **Other Publications**

- 2012 Fang, T. Book Review “Canadian Immigration: Economic Evidence for a Dynamic Policy Environment.” *Canadian Public Policy*. Vol. 38, No. 4, pp. 609-611.
- 2012 Cappelli, P and Fang T. “The Chinese Approach to Managing Human Resources,” *NHRD Network Journal* (July 1 2012), pp. 37-44.
- 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?” <http://www.yorku.ca/tiedi/doc/AnalyticalReport15.pdf>
- 2010 Fang, T et. al. “Are Immigrant Earnings Affected by the Size of their Employer?” <http://www.yorku.ca/tiedi/doc/AnalyticalReport3.pdf>
- 2010 Fang, T et. al. “Are Immigrant wages Affected by the Sources of Job Search Information?” <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. 2002. “Union Wage Premium,” *Perspectives on Labour and Income*, pp. 17-23.
- 2000 Ho, S, et al. (Eds.). 2000. *Sustainable Economic Development in South China*, as one of the major contributors of the book, UK: Macmillan Press Ltd.
- 1999 Fang, T. 1999. “Canada’s Development Assistance Program and China’s Private Sector Development (Abstract),” *Canadian Foreign Policy* (Fall), vol.7, no.1, pp. 160.

### **Book Chapters**

- 2011 Fang, T. "Overeducated Chinese Immigrants in the Canadian Labour Market: Causes and Consequences," in *The China Challenge: Sino-Canadian Relations in the 21st Century*. Poy V. and Chao H, Eds. Ottawa: University of Ottawa Press (selected among the Top 20 Foreign Policy Book in 2011).

### **Keynote Speeches**

- 2019 Fang, T. Invited Featured Speaker. "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, 8-9 February 2019.
- 2017 Fang, T. Invited Keynote Speaker. "Syrian Refugee Arrival, Resettlement and Integration in Canada," The Second International Symposium on Public Service, Zhejiang University, December 16, 2017.
- 2017 Fang, T, Invited Special Lecture. "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. Organizer and Invited Keynote Speaker. "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. Invited Keynote Lecture. "International Migration: Making a Case for FOGO and NL Fogo Conference, Fogo, NL. October 19-22, 2017.
- 2017 Fang, T. Invited Special Lecture. "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. Invited Special Lecture. "International Labor Relations and Chinese Union Research," International Labor Relations Workshops, Sichuan University, Chengdu, July 14, 2017.
- 2017 Fang, T. "The Socioeconomic Benefits of Immigration to NL," Invited Keynote Lecture, 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," Invited keynote presentation at the 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," Keynote Speech at the Thunder Bay Immigration Forum, November 8, 2011.
- 2011 Fang, T. "Labour and Skill Shortages and Employer Responses," Invited speech on HR Strategy and Best Practice at the Quarterly Meeting of HR Committee, Canadian Electricity Association, Toronto, Ontario. February 3, 2011.
- 2010 Fang, T. "Immigrant Over-education and Foreign Credential Recognition," Invited speech on 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.

### **Conference Presentations**

- 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), June 25-26, HKUST, Hong Kong, China.
- 2018 Fang, T. "How Has the Two-Day Weekend Policy Affected Labor Supply and Household Work in China?" Invited 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.
- 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.
- 2018 Fang, T. et al. "Syrian Refugee Arrival, Resettlement and Integration in Newfoundland and Labrador," Presentation at the IRCC Knowledge Mobilization Program, Ottawa, May 8, 2018.
- 2017 Fang, T. Invited presentation. "Recent Changes in Immigration Policies and Talent Strategies in Canada and the United States", Zhongshan University, Guangzhou, December 21, 2017.
- 2017 Fang, T. Organizer and Panelist. Population Symposium: Impact of Demographic Shift and Immigration on Labour Market, Service Delivery & Economy in Newfoundland and Labrador, December 6, 2017.
- 2017 Fang, T. Invited Presentation. "Syrian Refugee Arrival, Resettlement and Integration in Newfoundland and Labrador", Pathways to Prosperity Conference, Toronto. November 16-17, 2017.
- 2017 Fang, T. Invited Lecture. "Shared Capitalism: Profit Sharing, Employee Earnings and Workplace Productivity," Korean Labor Institute, Sejong. November 2, 2017.
- 2017 Fang, T. Invited Lecture. "Shared Capitalism: Profit Sharing, Employee Earnings and Workplace Productivity," School of Business, Hanyang University, Seoul. November 1, 2017.
- 2017 Fang, T. Invited Lecture. "Chinese Economic Slowdown and New Sources of Economic Development," University of Perugia, October 11, 2017.
- 2017 Fang, T. Invited participant, The Inaugural Meeting of the Atlantic Immigration Pilot Reference Group. Halifax, Nova Scotia. September 26th, 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," Invited Presentation and Workshop Organizer, 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, Invited 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. 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, June 25-28, 2017.
- 2017 Fang, T. Invited Special Lecture. "Skill Mismatch and Education Reforms in China," The CES President Forum. Nanjing University of Auditing, Nanjing, June 9, 2017.
- 2017 Fang T, et. al. "The Population Project: Research findings and future research plan," Labrador Research Forum, Labrador City, April 30-May 4, 2017.
- 2017 Fang, T. "The Socioeconomic Benefits of Immigration to Canada," Invited Lecture, Université de Sherbrooke, Sherbrooke, May 15, 2017.
- 2017 Fang, T. "The Use and Impact of Job Search Procedures by Migrant Workers in China," Invited Lecture, HEC, Montreal, May 12, 2017.
- 2017 Fang, T. Invited Participation. Roundtable consultation on immigration, Halifax, April 29, 2017.
- 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.
- 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.
- 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 Meeting 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 and Long R. "Employee Ownership and Workplace Innovation," Accepted for Presentation at The Mid-Year Fellows Workshop in Honor of Louis O. Kelso, New Brunswick, NJ, January 15-17, 2017.
- 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. "Migration, Trade, and Diasporas: Engines for Economic Development and Integration," Workshop Organizer, 2016 International Metropolis Conference in Nagoya, Japan, October 24-28, 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. "Profit Sharing Consequences for Workers," Presentation in Honor of Professor Richard Long, at The Beyster Symposium, La Jolla, CA, June 26-28, 2016.
- 2016 Fang, T, Y Ge, and Y Fan. "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." Rutgers University, March 16-18, 2016.
- 2016 Fang, T. "Using Large Workplace Surveys to Investigate HRM: Possibilities and Pitfalls," Invited presentation at the Second HR Division International Conference (HRIC), to be held in Sydney, on February 20-22, 2016.
- 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, NJ. January 10-12, 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, 2015 - 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 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.
- 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 accepted for presentation 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 accepted for presentation at the 2015 American Economic Association (AEA) Annual Conference, Boston, Massachusetts, January 3-5, 2015.
- 2014 Fang, T. Invited 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 to be presented at the conference "Reforming Minimum Wages and Labor Regulation Policy in Developing and Transition Economics" in Beijing, China, October 18-19, 2014.

- 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.
- 2014 Fang, T. Invited 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.
- 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. “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, March 4, 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. “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, January 12-14, 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 and Long R. “Profit Sharing and Workplace Productivity: Does Teamwork Play a Role?” University of Toronto, Centre for Industrial Relations & Human Resources. Toronto, October 28, 2013.
- 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. “A Tale of Two Strategies in China: Achieving Economic Development Strategy Through Human Capital Strategy,” TED Conference, September 21-22, Fudan University, Shanghai, China.

- 2013 Fang, T and Lin C. "Minimum Wages and Employment in China," TED Conference, September 21-22, Fudan University, Shanghai, China.
- 2013 Cadsby B, Engel-Warnick J, Fang T, and Song F. "Disentangling Financial and Social Risk in Tournament-Based Compensation Schemes", "Tournaments, Contests and Relative Performance Evaluation" to be held at the Fresno Center of the University of California, Merced, in Fresno, CA, on March 15-17, 2013.
- 2013 Fang, T and Ge Y. "Globalization, Unions and Labor Demand Elasticity in China", International Labour Process Conference, Rutgers University, NJ, 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, February 6-8, 2013.
- 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 Jersey, January 13-15, 2013.
- 2012 Fang, T. "Shared Capitalism: Do Employees Profit from Profit-sharing Plans?" Invited Lecture, Antai College, Shanghai Jiaotong University, March 5, 2012.
- 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, March 9, 2012.
- 2011 Fang, T. "A Tale of Two Strategies: Human Capital and Economic Development Strategies in China," 2011 China Global Talents Conference, December 19, 2011, Guangzhou, China.
- 2011 Fang, T. "The Canada-China Trade Relationships," Book Launch of the China Challenges: Sino-Canadian Relations in the 21st Century, October 19, 2011, University of Toronto.
- 2011 Fang, T. "Trade and Prosperity: The Flow of Goods and People," Invited Lecture, Tsinghua University, Beijing, September 28, 2011.
- 2011 Dungan, P, Fang, T, and Gunderson M. "The Macroeconomic Impact of Canadian Immigration: An Empirical Analysis Using the FOCUS Model."

- 2011 National Metropolis Conference, March 23, Vancouver, BC.  
2010 Citizenship and Immigration Canada Research Network Meeting, October 26, Ottawa, Ontario.  
2010 CERIS Research Seminar, October 22, Toronto, Ontario.  
2010 Conference on the Economics of Immigration, October 29-30, Ottawa, Ontario.  
2010 Rotman Institute for International Business Roundtable, University of Toronto, December 1, Ontario.
- 2010 Fang, T, Samnani AK, Novicevic MM, Bing MN. 2010. "Liability-of-Foreignness Effects on Job Success of Immigrant Job Seekers," paper presented at the 2010 Academy of Management Meeting, August 6-10, in Montreal, Quebec.
- 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, July 27-28, Kunming, Yunnan, China.
- 2010 Fang, T., 2010. "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", May 20-21, Beijing, China.
- 2009 Fang, T., and J. S. Heywood. "Immigration, Ethnic Wage Differentials and Output Pay in Canada," paper presented at the 2009 Academy of Management Meeting, August 7-11, in Chicago, Illinois.
- 2009 Novicevic MM, Bynum LA, 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, August 7-11, in Chicago, Illinois.
- 2009 Cadsby B, Engle-Warnick J, and Fang, T, Song F. "Psychological and Financial Incentives in Tournament Pay: An Artefactual Field Experiment," paper presented at the 2009 Academy of Management Meeting, Chicago, August 7-11.
- 2009 Fang, T, and Heywood JS. "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, CA, August 6-9.
- 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 Fang, T, and Lee B. "Work-Life Benefit Programs and Employee Labour Market Outcomes," Paper accepted for presentation at *2008 Western Academy of Management Meetings*, Oakland, CA, March 26-29.
- 2008 Fang, T. Invited Presentation at the *PISA-YITS 2000 - 2008: Research, Findings and Implications*, February 11-12, 2008, in Quebec City, Quebec.
- 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, January 2008.
- 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, December 8-9.
- 2007 Fang, T, and M. Gunderson. "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*, December 14.
- 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 Long R. "How Strategic Is Strategic Pay? The Case of Profit Sharing," Paper presented at the *2007 Academy of Management Conference*, in Philadelphia, Pennsylvania, August 3-8.
- 2007 Zatzick, C.D., Fang T, and Moliterno TP. "Revisiting the Change/Performance Relationship: Contributions from the VPC Framework," Paper presented at the *2007 Academy of Management Annual Conference*, Philadelphia, 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 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 Fang, T., and Lee B. "Family-Friendly Benefit Programs and Employee Labour Market Outcomes," Paper accepted for presentation at *Canadian Employment Research Forum*, Halifax, May 31-June 1.
- 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 Fang, T. "Antecedents and Consequences of Skill Shortages in Canada," Paper presented at the *2007 Western AOM Meetings*, Missoula, Montana, March 21-24.
- 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, February 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 JS. "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, May 25-26.
- 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 JS. "Output Pay, Language, and Ethnic Wage Differentials," Paper presented at the *Conference on Education, Training and the Evolving Workplace*, Vancouver, May 2006.

- 2006 Fang, T., and Heywood JS. "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*," LSE, London, March 10.
- 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, January 2-6.
- 2005 Fang, T. "Recent Trends in Wages and Non-Wage Benefits," Invited Presentation, *Human Resources Management Association of British Columbia 2005 Fall Symposium*, Prince George, October 25-26.
- 2005 Fang, T. Invited Participant, *Expert Consultation on Private Pension Plans*, Government of Canada, Ottawa, September 28, 2005.
- 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, September 27-28.
- 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, September 27-28.
- 2005 Fang, T, and Heywood JS. "Output Pay and Ethnic Wage Differentials: Canadian Evidence," *Annual Meeting of the Academy of Management*, Honolulu, August 2005.
- 2005 Fang, T., and Heywood JS. "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, June 2005.
- 2005 Fang, T. 2005. "Pensions, RRSPs, and Employee Quit Transitions," Presented at the *57th Industrial Relations Research Association Annual Conference*, Philadelphia, January 2005.
- 2004 Fang, T, and Heywood JS. "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, CA, 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.

### **Ad Hoc Reviews**

*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, 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 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, Review of Development Economics*

**Advisory Board:** *Canadian Public Policy, Journal of Participation and Employee Ownership, Journal of Chinese Economics (Executive Editor)*

## EXECUTIVE TEACHING

- Wharton Executive Education Program, University of Pennsylvania, “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, International Business, 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 (江苏省高级管理人才培训中心): “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 (中国人事科学研究院), “Canadian Immigration Policy and New Talent Demand,” “Global Talent Mobility and Management Practices”
- Beijing Municipal Government Training Program (北京市朝阳区人力资源和社会保障局代表团区域国际化建设中的人力资源管理模式创新培训项目): “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
- Nanyang Technological University
- School of Economics, Qingdao University
- 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

- 2009-2012 Domain Leader, Economic and Labour Market Integration, CERIS- Ontario Metropolis Centre
- 2009-2012 Toronto Region Immigrant Employment Council (TRIEC), Council Member
- 2010- *Singtao Daily*, Vancouver, Freelance Writer for column “*Essays from the Academy*”
- 2007-2008 Member, Board of Directors, Chinese Economists Society
- 2008-2009 Data Committee Chair, CERIS - Ontario Metropolis Centre
- 2003- Academy of Management
- 2008- American Economic Association
- 2004- Labor and Employment Relations Association
- 2005- Canadian Economics Association
- 2005- Administrative Sciences Association of Canada
- 2005- Canadian Industrial Relations Association
- 2008- Hong Kong Economic Association
- 2005-2006 Member, Board of Directors, Immigrants and Multicultural Society, Prince George
- 2010- Freelance Writer, *Singtao Daily (Canada)*
- 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
- 2013-14 Graduate Faculty Member, Department of Management (MIB, PhD), Faculty of Business and Economics, Monash University
- 2007-12 Graduate Faculty Member, Human Resources Management (MHRM, Ph.D.), York University
- 2007-12 Associate Graduate Faculty Member, Economics (MA, Ph.D.), York University
- 2008-09 Associate Graduate Faculty Member, Industrial Relations and Human Resources, University of Toronto

## UNIVERSITY SERVICES

2017-	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
2010-2011	Faculty Tenure and Promotion Committee
2010-2011	SSHRC Travel and Small Grants Committee
2007- 2009	Senate Committee on Student Recruitment, Admission, and Assistance, York University (Chair, 2008- 2009)
2008-2009	Dean's Advisory Group on Technology
2007-2010	Graduate Student Selection Committee, School of Human Resources Management, York University
2011	External PhD Thesis Examiner: LIANG WANG, "Institutional, Temporal, and Cross-Cluster Dynamics in Agglomeration," Schulich School of Business, York University
2010	External PhD Thesis Examiner: Yue XING, "Implicit Contracts and Immigrant Wages in Canada," Carleton University and University of Ottawa, 2010
2007	Faculty Hiring Committee, Human Resources Management, York University

## MEDIA COVERAGE

**"How to prepare the economy for the baby boom bust: Don Pittis,"**  
<https://www.cbc.ca/news/business/boomers-bust-1.5088836> (CBC, April 15, 2019)

**"On the rocks: Newfoundland's reckoning,"**  
<https://www.theglobeandmail.com/business/article-newfoundlands-reckoning-will-the-province-crumble-under-its-debt/> (The Globe and Mail, Cover Story, March 2, 2019)

**"Attracting, hiring newcomers: who's making a difference in Atlantic Canada?"**  
<https://www.thetelegram.com/in-depth/employment-after-immigration/attracting-hiring-newcomers-whos-making-a-difference-292167/> (Telegram, March 15, 2019)  
<https://www.thechronicleherald.ca/in-depth/employment-after-immigration/attracting-hiring-newcomers-whos-making-a-difference-in-atlantic-canada-292167/> (The Chronicle Herald, March 15, 2019)

**"Recruitment and retention: Study to delve into factors affecting immigrants' employment,"**  
<https://www.gazette.mun.ca/research/recruitment-and-retention/> (MUN Gazette, January 21, 2019)

**"\$2.27-Million Slated for Six Workforce Innovation Projects,"** <http://vocm.com/news/2-27-million-slated-for-six-workforce-innovation-projects/> (VOCM, January 11, 2019)

**“New Projects through Workforce Innovation Centre to Support Rural Residents, Women, Newcomers,”** <https://www.releases.gov.nl.ca/releases/2019/aesl/0111n01.aspx>  
(Government of NL, January 11, 2019)

**“Kerri Claire Neil wins NDP race for Windsor Lake nomination over Matt Howse,”** <https://www.cbc.ca/news/canada/newfoundland-labrador/matt-howse-kerry-1.4801508>  
(CBC, August 28, 2018)

**“Motion from N.L. Conservatives to axe birthright citizenship against Canadian values, says professor,”** <https://www.cbc.ca/news/canada/newfoundland-labrador/conservative-birthright-citizenship-1.4799492> (CBC, August 26, 2018)

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