

Important Dates

Monday, May 3

EMBA Info Session
12:00 noon – 1:00 pm
Travelodge Hotel, 4177 Albert St.

Friday, May 7

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

Friday, May 7

Research Presentation by
Sean Tucker
“Exit and voice behaviour of active
and passive loyalists in an
occupational safety context”
10:30 – 11:30 a.m. in ED 558

Saturday, May 8

Teaching Workshop
for Sessional Lecturers
9:00 a.m. – 3:30 p.m.

Friday, May 14

Teaching Workshop:
Basic Computer Skill
Requirements in Business &
BUS007
Moderator: Saqib Khan
10:00 – 11:30 a.m. in ED 514

Friday, May 21

Faculty Council Meeting
10:00 – 11:30 a.m. in ED-514

Friday, May 28

Research Presentation by
George Peng
10:00 – 11:00 a.m. in ED-514

May 31-June 4

EMBA 805 *Leadership*
taught by Adjunct Professor
David Hurst in ED-514

Business Dinner – Nov. 4, 2010

The featured speaker at this year’s Business Dinner will be **Rob McEwen**, who is Chairman & CEO of Minera Andes Inc., US Gold Corporation, and Lexam Explorations. He was the founder and former Chairman and CEO of Goldcorp, which is the world’s lowest cost million ounce gold producer. McEwen began his career in the investment industry. In 1990 he moved into the mining industry where he founded Goldcorp, a company that became the world’s lowest cost major gold producer. Since 1993 when McEwen started re-structuring Goldcorp, its market capitalization grew from \$50 million USD to over \$13 billion and its share price increased at a 40% compound annual growth rate.

In July 2005, McEwen became US Gold’s largest shareholder, and shortly thereafter became the company’s Chairman and CEO. Since that time, the share price of US Gold has increased by approximately 2,300% as the company pursues its goal of becoming Nevada’s premier exploration company.

McEwen has a B.A. from the University of Western Ontario and an MBA from York University. He is a member of World Presidents’ Organization (WPO) and the Canadian Council of Chief Executives. In 2005 he was awarded an honorary doctorate from York University (2005), and in 2007 he was appointed to the Order of Canada.

Research Presentation – May 7

On Friday, May 7, **Sean Tucker** will be presenting a research paper entitled, “Exit and voice behaviour of active and passive loyalists in an occupational safety context.” The abstract for this paper is as follows:

In an occupational safety context, we found support for Hirschman’s (1970) proposition that active loyalty (i.e., high commitment to the organization plus high felt responsibility for improving the organization) delays exit and motivates voice compared to passive loyalty (i.e., high commitment to the organization plus low felt responsibility for improving the organization).

Two hundred and twenty-four employed teenagers (M age = 17.54 years, 60% female) completed two surveys one month apart. Regression analysis tested hypotheses relating Time 1 loyalty to exit and voice at Time 2, while controlling for exit and voice at Time 1 and other conceptually relevant Time 1 predictors (e.g., exposure to dangerous work, availability of alternative employment). Hirschman’s loyalty proposition was supported such that felt responsibility for improving safety moderated the relationship between organizational commitment and both exit and voice. The proposed model clarifies inconsistent interpretations and findings related to the impact of Hirschman’s concept of loyalty on exit and voice. Implications for safety management and public policy are also discussed.

Important Dates

(cont'd)

Friday, June 4

Coffee Party

10:00 – 10:30 a.m. in ED-562

Tuesday, June 8

MBA, MHRM, M. Admin & Certificate Program Info Session

5:00 – 5:30 p.m. in ED-514

Wednesday, June 9

EMBA Convocation Lunch

Wednesday, June 9

Spring Convocation

2:00 p.m. at Conexus Arts Centre

Friday, June 18

Faculty Council Meeting

10:00 – 11:30 a.m. in ED-514

Wednesday, August 11

MBA, MHRM, M. Admin & Certificate Program Info Session

5:00 – 5:30 p.m. in ED-514

Monday, August 16

Hill-Ivey Scholarship Event

Wednesday, September 1

Faculty Retreat

8:00 a.m. – 4:30 p.m.

Travelodge Hotel, Regina

Get Well Soon...

- **Lisa Watson** had knee surgery on April 28. We are happy to report that Lisa is expected to be back on her feet sooner than expected. We wish Lisa a speedy recovery!

In the News...

- **Anne Lavack** was recognized in the Leader Post on Saturday, April 17 for her role as a judge for the Torch Awards.

Life in Finland... *by Ron Camp*

As the first 'Exchange Professor' at TUAM in Finland, it has been an interesting semester. I walked into this with a vague agreement to teach a "half-time load" in exchange for an apartment and small stipend. This has turned out to be 4+ classes in 3 different academic programs: International Business, Hospitality Management, and Beauty Care Management. A common question has been, "is this too much for a sabbatical?" The answer, of course, is "yes, but..." Yes, this is too much teaching to get any sizeable amount of research done (though I have followed through on invitations to give a number of presentations on my research in trust and knowledge management). However, it has been a good experience teaching here for a number of reasons. First, through Erasmus agreements I've been exposed to students from a dozen different countries. It's been rather eye-opening to see how different students from different EU countries are in terms of their expectations for education and work as students. It's also been interesting to see how close (or far) students stick to national stereotypes. For the record, the Germans and Austrians really do prefer rigid schedules and order and the Finns can drink everyone else under the table (and prefer cheap greasy pizza as a tonic for a hangover).

One of the biggest surprises for me, however, has been what I have learned teaching in the Hospitality Management program. For the past few years I have been introducing students to knowledge management, continuous change/learning organizations, and the Toyota Production System in the MBA and EMBA Change Management classes. What I did not realize before I came here was that the Hospitality Management program here has been trying to implement a learning organization approach to project based learning. During the third year of their program, students spend one semester divided into 3 parts: Business Development classes (that's me this term), Hospitality Management content classes, and group projects with local companies (hotels, resorts, Viking Cruise Lines, etc.). The trick has been to develop approaches for teaching students how to implement a learning organization approach. While it has been a bumpy ride, we are making progress and I look forward to incorporating what I am learning about implementation in my Managing Change and Diversity classes.

As the teaching wraps up, I am still busy. I am acting as "second reader" for theses in International Business. I am participating in the undergraduate program review for Hospitality Management, and I have been asked to give advice on developing a Master's program in Hospitality Management. I am also developing contacts to extend the knowledge management research I have been doing with Dr. Leo-Paul Dana into Finland.

For additional info (and laundry tips), see Toby's blog on our trip at <http://campfinland2010.wordpress.com/>

Pay Stubs go Paperless

Faculty and staff are now able to opt out of receiving a paper pay stub each month. If you choose to opt out, you can still access your pay stubs electronically, should you wish to view them. In order to opt out, log in to UR Self Service from the U of R homepage. Click on Employee Services, then Pay Information and then click on Electronic Pay Stub Consent. Click on the check box and then click the submit button.