

Rowe Research Seminar Series – September 28, 2016

Speaker # 1:

Women's and Men's Career Expectations: Convergence or Divergence?

Dr. Alain Klarsfeld

Visiting Professor, Rowe School of Business, Dalhousie University
Senior Professor, Toulouse Business School, University of Toulouse, France
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Abstract: This ongoing project aims to study career values and expectations of business students, with a particular focus on work-life balance and exploring the meaning of 'personal life', in the context of a State that provides childcare facilities. A qualitative, open-ended, research design was used. 34 students (23 females and 11 males) were interviewed. Findings compare the range of career values, the importance given to having family and leisure time and the expectations of work-family tensions between women and men.

Bio sketch: Alain Klarsfeld is senior professor at Toulouse Business School, Toulouse, France. He has been doing research on skill-based management, corporate social responsibility, international human resource management and equality, diversity and inclusion. He has co-founded the competence management SIG (Special Interest Group) and the equality-diversity SIG within the French-speaking HR society (AGRH) and published extensively in both these fields in various French-speaking and international journals. Dr. Klarsfeld has founded and managed his institution's specialized masters in Human Resource Management from 2003 to 2015. From 2012 until present, he also served as Department Chair of the HR and CSR. His present research includes talent management, gendered careers, gender pay gap, comparative equality and diversity management, and the management of religious diversity.

Speaker #2:

Carrot or Stick? An Analysis of Environmental Policies in Supply Chains

Dr. Xuan (Jen) Zhao

Associate Professor of Operations and Decision Sciences
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Abstract: We examine two types of environmental policies: pollution abatement subsidy (the "Carrot" policy) and pollution emission tax (the "Stick" policy), in a supply chain where the manufacturer invests in a pollution abatement technology. We find the "Carrot" policy furnishes a higher incentive to the manufacturer's pollution abatement, does not intensify double marginalization, and yields higher profits for both the manufacturer and the retailer. However, when the pollution abatement is very costly and the production emission is highly damaging, the government prefers to implement the "Stick" policy as the "Carrot" policy leads to lower social welfare and environmental performance.

Bio sketch: Dr. Zhao is an Associate Professor in the Lazaridis School of Business and Economics at Wilfrid Laurier University, and an Adjunct Professor in the Department of Management Science at the University of Waterloo. She holds a Ph.D. in the joint fields of Management Science and Transportation/Logistics from the University of British Columbia. Her research involves utilizing the tools of Management Science/Operations Research and Economics to model, analyze, and derive insights into problems in the areas of Supply Chain Management, Marketing/OM interfaces, Revenue Management, entrepreneurship, and Sustainable Operations. She has published extensively in journals, including *Manufacturing & Service Operations Management*, and *Production and Operations Management*. Dr. Zhao's research has been recognized and supported by research councils in Canada such as NSERC, SSHRC, and Ministry of Ontario Research and Innovation Council. She teaches both graduate and undergraduate courses. She was a member of SSHRC Adjudication Committee in 2015-16, and a Councillor and membership chair of Canadian Operations Research Society in 2013-2015.

Looking forward to seeing you on September 28, 2016 (Wednesday) between 11:30-1:00, at the Rowe Management Building Room # 3052 (Mackay Boardroom). Pizza and pop will be provided.