



OFFICE OF THE VICE-PRESIDENT, ACADEMIC AND PROVOST

8888 University Drive, Burnaby, BC  
Canada V5A 1S6TEL: 778.782.3925  
FAX: 778.782.5876vpacad@sfu.ca  
www.sfu.ca/vpacademic**MEMORANDUM**

**ATTENTION** Senate  
**FROM** Jon Driver, Vice-President, Academic and  
Provost, and Chair, SCUP  
**RE:** Dissolution of the Centre for Workplace Health and Safety (SCUP 15-31)

**DATE** October 9, 2015**PAGES** 1/1

At its October 7, 2015 meeting, SCUP reviewed and approved the proposal to dissolve the Centre for Workplace Health and Safety as a Research Centre.

**Motion:**

That Senate approve the dissolution of the Centre for Workplace Health and Safety as a Research Centre.

c: O. Volkoff



OFFICE OF THE VICE-PRESIDENT, RESEARCH

Strand Hall 3195  
8888 University Drive, Burnaby, BC  
Canada V5A 1S6

TEL 778.782.4152  
FAX 778.782.4860

sfuavpr@sfu.ca  
www.sfu.ca/vpresearch

**MEMORANDUM**

---

**ATTENTION** Jon Driver, Vice-President, Academic  
Chair, Senate Committee on University Planning  
(SCUP) **DATE** September 2, 2015

**FROM** Norbert H. Haunerland **PAGES** 1/1

**RE:** Centre for Workplace Health and Safety – Request for dissolution

---

Attached is a proposal from Dr. Olga Volkoff, Associate Dean of Research, Beedie School of Business, recommending that the Centre for Workplace Health and Safety be dissolved.

I recommend that the Centre for Workplace Health and Safety be granted approval to dissolve. Once approved by SCUP the recommendation should be sent to Senate and the Board of Governors for information.

**Motion:**

That SCUP approves the dissolution of the Centre for Workplace Health and Safety as a Research Centre.

A handwritten signature in black ink, appearing to read "Norbert", is written over a horizontal line.

Dr. Norbert Haunerland  
Associate Vice-President, Research

**Attachment**

C: Dr. Olga Volkoff, Associate Dean of Research, Beedie School of Business  
Dr. Blaize Horner Reich, Dean, Beedie School of Business

## MEMORANDUM

To: Joy Johnson  
From: Olga Volkoff, Associate Dean of Research  
Date: August 31, 2015  
RE: **Centre for Workplace Health and Safety – request for dissolution**



The **Centre for Workplace Health and Safety (CWHS)** was established in 2010. Its original aim was to increase the safety, health and welfare of employees and, by extension, the safety, health and welfare of those who are impacted by safety issues in the workplace: family members, employers, customers, suppliers, and nearby communities. The Centre has been on hold since 2012 when its founding director, Dr. Rick Iverson, passed away unexpectedly. Professor Iverson was a highly respected scholar, an internationally acknowledged expert in the field of workplace health and safety, and a beloved colleague. His death unfortunately occurred before the Centre's research program and operational plans were fully developed. Another lead researcher, Dr. Iverson's key collaborator among his Beedie colleagues, went on a two year leave from the Beedie School around this time, leaving no-one available to take up the reins. That individual's research now focuses on other areas. Centre activities were consequently placed on hold, meaning that the outcomes envisioned for the Centre have not been realized. The Beedie School of Business has carefully considered options to continue the Centre's mandate as originally envisioned. The challenge that has been identified is that there is no longer an adequate number of senior researchers studying workplace health and safety to carry out the calibre and breadth of output expected of a thriving university research centre, nor the opportunity to recruit additional faculty for this purpose. **For this reason we request that you dissolve this Centre.**

It should be noted that the money donated by two funders has not been fully expended. Approximately \$200,000 remains from the original gift, and we have made a proposal to those donors regarding how best to redeploy those remaining funds. Specifically, we have other respected scholars currently doing important work in effective workforce management at our **Centre for Global Workforce Strategy (CGWS)**, which has a mandate that overlaps the broader objectives of the CWHS, and have proposed that the funds be redeployed at that Centre.

The CGWS was founded in 2008 to carry out multidisciplinary research on issues surrounding effective work force management strategies in today's global environment. Its vision is to assist organizational leaders and managers in acquiring the skills and tools necessary to plan and execute workforce management strategies that will result in improved organizational performance.

The Centre's focus was initially anchored by two core international research projects:

- 1) The *Cultural Intelligence project*, involving participants from 12 countries in defining, developing, and validating an instrument to measure Cultural Intelligence – the measure of an individual's ability to interact effectively with the cultural aspects of an environment, and a key competency requirement for the management of cultural diversity.
- 2) *Cranet (Cranfield Network on Comparative Human Resource Management)*. A group of top business schools and academic institutions collaborate to provide rigorous data on human resource management practices across the world. Researchers carry out a regular international survey of organizational policies and practices and provide benchmarks for a systematic comparative analysis of trends in Human Resource Management policies and practices.

The CGWS is currently transitioning to expand its focus beyond multinational organizations to encompass broader themes of exemplary workforce management, so as to engage other scholars within the Beedie School of Business with research strengths in this area. The Centre will pursue both the development of new knowledge in a broader set of research areas (notably, strategic HRM, issues of diversity within the workplace, such as managing disabilities in the workplace, and work/life balance) and will disseminate research findings to both academic and practitioner audiences, in keeping with SFU's vision of being Canada's most engaged university. We believe this expanded focus is well aligned with the broad objectives of the CWHS.

Examples of the CGWS's recent community engagement initiatives include:

- Ongoing collaboration with the BC Human Resources Management Association to communicate research findings to its membership;
- The creation and adjudication of the SFU Nancy McKinstry Awards for Leadership in Diversity, a signature community event of the Beedie School of Business that recognizes exemplary corporate diversity initiatives;
- Professional development workshops, such as managing older employees, and engaging with First Nations communities;
- Round-table discussion with senior HR professionals featuring Michael Bach, Founder and CEO of the Canadian Institute of Diversity and Inclusion;
- Ongoing collaboration with the RCMP, centred around a multi-stage project on Engaging with Diverse Communities

If we are successful in redeploying the unexpended funds from the CWHS to the Centre of Global Workforce Strategy, that Centre can expand its mandate and support individual and team-based research, contribute to the training of new researchers, and foster connections among researchers working in these areas.

OV/gs

cc Blaize Horner Reich, Dean  
Wendy Unger, Director, Finance & Administration  
Lisa Rein, Manager, Operations & Financial Analysis  
Tammy Konopinski, Manager, Budget & Financial Analysis