

FALL 2017

HORIZONS



**PAUL J. HILL SCHOOL
OF BUSINESS**

celebrates 10th Anniversary

Hill | Levene
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Cover photo courtesy of U of R Photography



U of R Photography

2007 was a year of change for the Faculty of Business Administration, driven by a major donation from Dr. Paul Hill and the naming of the Paul J. Hill School of Business. In this issue of *Horizons* we reflect on the past ten years – the original goals of Dr. Hill’s donation and where we are today – and looking to the future. Over these ten years we have grown considerably as a school with enrollments at record levels and numerous successes spanning our areas of activity – faculty and student research, student academic competitions, and service to our communities.

2017 is also a year of change for the Hill and Levene Schools of Business. With the departure of Dr. Andrew Gaudes after five years as Dean, we have begun the search for our next Dean to lead us into the next decade. In the meantime I have the great honour of serving as Acting Dean for the next year and working with our incredible staff and faculty to sustain our progress on achieving accreditation, taking the next steps of our strategic planning, and continuing development of our

undergraduate and graduate programs.

The Dean’s Office welcomes two new associate deans – Dr. Gina Grandy as Associate Dean, Research and Graduate Programs and Dr. Saqib Khan as Associate Dean, Academic. I look forward to working with them, along with Brian Schumacher, Associate Dean, Undergraduate. It’s essential to have a strong team effort to meet the challenges of this period of change, and I have a strong team in Brian, Gina, and Saqib. However we can’t do much on our own. We are fortunate to have experienced and dedicated administrative and advising staff who make our job easier by keeping our day-to-day operations on track. We are also fortunate to have new Program Leads – Dr. Magdalena Cismaru (research) and Romulus Cismaru (international) – joining Dr. Aldene Meis Mason (indigenization) and Dr. Adrian Pitariu (experiential). In this issue we hear from Gina, Saqib, Magda, and Romulus about their plans and aspirations in their new roles.

We have a new role in the Kenneth Levene Graduate School of Business. Marci

Elliott has joined us as Assistant Dean. You can read about Marci and her critical role in growing the Levene School. We also introduce a new faculty member – Justin Feeney.

Teaching and learning, research and scholarship, and service to our communities are the primary areas of activity of the Hill and Levene Schools of Business. This issue includes examples of our accomplishments in each of these areas. Both Hill and Levene School graduates are featured with stories of their successes and impact along with a story about Mason Fedec, current Hill student and president of the Hill Business Students’ Society. Another story features Dr. Sean Tucker’s research into workplace safety, in particular involving young workers. In other stories Evelyn McRae provides insight into the role of an academic advisor and her experiences serving the students of the Hill School and Dr. Morina Rennie’s substantial service to the accounting profession is featured. Clearly the University’s motto, “As One Who Serves,” is viewed as more than just words and as a real call to action.

I know you will enjoy reading about the Hill and Levene Schools of Business in this issue of *Horizons* – about our great people, our accomplishments, and interesting facts about us – and getting to know us better.

In my twenty-five years at the University of Regina I have seen the changes from the Faculty of Administration to the Faculty of Business Administration to the Hill and Levene Schools of Business with significant growth in size and reputation. As I near the twilight of my career, I am proud to be part of this incredible place. Our students and alumni, our staff and faculty should be proud of what we have become and what we can do. I look forward to the coming year and turning the controls over to the next Dean.

Our future is bright “it gets better.”

David Senkow, PhD, CPA, CGA

Acting Dean
Hill and Levene Schools
of Business

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DAVID SENKOW TAKES OVER AS ACTING DEAN

BY: EDWARD WILLETT



Dr. David Senkow, Acting Dean

When University of Regina Provost Dr. Thomas Chase came to see David Senkow after Andrew Gaudes decided to accept the position of Dean of the Goodman School of Business at Brock University, Senkow thought Chase intended to consult with him about who might be a good candidate to serve as Acting Dean for 2017-2018.

Instead, to Senkow's surprise, "He was there to see if I would take on the role."

I'D LIKE TO BE ABLE TO SAY THAT I BROUGHT STABILITY: NOT IN THE SENSE THAT NOTHING IS CHANGING, BUT THAT WE'RE IN A GOOD PLACE.

Senkow said no. After teaching for 43 years, including a quarter of a century at the U of R, he'd been thinking more about transitioning to retirement. "My mindset was, I'm easing out of this, not jumping in." But the Provost was persuasive. "He appealed to

my sense of, 'It would be good for the Faculty.'" Senkow talked to his wife, and to others at the university, and says the almost universal response was, "We thought you'd be good for it, but we didn't think you'd want to do it."

Realizing he would have a lot of support, Senkow changed his mind, and on July 1, became Acting Dean for a one-year term.

Senkow, who grew up in Selkirk, Manitoba, earned a Bachelor of Commerce degree and MBA from the University of Manitoba, then a doctorate from the University of Minnesota. He returned to the University of Manitoba to begin his teaching career, moving to the U of R in 1992. Nine years ago he became Associate Dean (Academic).

His teaching has focused on management accounting and accounting theory for undergrads, and in the graduate programs, financial and management accounting for managers.

Although the university will be searching for a new Dean during Senkow's year, he's not

formally part of that process. "My primary responsibility is to do the things a Dean needs to do so that the Faculty continues to operate, to ensure we maintain our momentum on a variety of things, including accreditation and the development of our strategic planning, to ensure a smooth transition from Andrew to the next Dean."

One focus will be helping the two new Associate Deans, Dr. Saqib Khan (Academic) and Dr. Gina Grandy (Research and Graduate Programs) fill their roles.

Even though, through working closely with Gaudes, Senkow thinks he had as good an idea of what is involved in the role of Dean as anyone could have, he finds, now that he's taken it on himself, that being Dean is "kind of like a surprise every day."

"Most everything that happens in the Faculty comes out of or into this office," he explains. Then there's the engagement with the Deans' Council, the University's Leadership Team, Leaders Council, advisory boards, donors...the list goes on and on.

Of course, some surprises are pleasant, he notes: "My first official event as Dean was to go to the Rider home opener in the new Mosaic Stadium, in Paul Hill's suite."

Senkow has "modest objectives" for his term: mainly that the accreditation and strategic planning efforts will have moved forward and the new Associate Deans will be operating smoothly, so that when the new Dean is appointed, "they're not dealing with issues, but can come in, get their bearings, and then move on to the next phase for the school."

He concludes, "Overall, looking back, I'd like to be able to say that I brought stability: not in the sense that nothing is changing, but that we're in a good place."

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HILL SCHOOL

CELEBRATES TENTH ANNIVERSARY

BY: BILL ARMSTRONG



Dr. Paul J. Hill, naming gift donor of the Paul J. Hill School of Business and President & CEO of the Hill Companies

When Paul and Carol Hill made a gift of \$10 million in 2007 to the undergraduate business school at the University of Regina they stated their intent to help a good school move to being an outstanding school. In a recent interview Paul Hill noted proudly that teams of students representing the school are regularly placing in the top three in business case competitions, an important measure of how the school stacks up against its peers.

“The Hill School won Business School of the Year in 2017 at JDC West,” Hill says, referring to the annual three-day event that brings together teams of about 50 top students from 12 business schools across western Canada for an academic case competition. “Hill students can compete with those from any business school.”

Record student numbers, success in business competitions, and greater opportunities for students and faculty to expand their career horizons were some of the measurables Paul Hill envisioned when the University of Regina announced the school naming

in November 2007. Hill, who is President and CEO of the Hill Companies and Harvard Developments, had a specific vision in mind in how the investment would be portioned out.

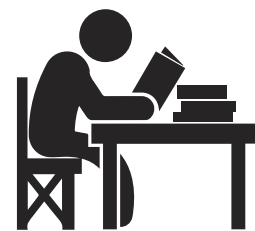
“Paul is a big thinker,” observes Garnet Garven, who was Dean of the Faculty of Business Administration at the time, and who worked with Hill in organizing the gift. “He knows that nothing happens without other parties being involved, and he has the patience and the commitment to put the pieces together. He wanted the school to be *the* business school in western Canada and beyond,” Garven says.

At the time Hill was thinking about how he could support programming at Campion College, the Jesuit-run affiliated college at the U of R, encourage a closer relationship between the Richard Ivey School of Business (where he earned his MBA and is currently a board member) at Western University in London, Ontario, and the business school at the U of R, for the benefit of all three. In particular, Hill wanted to

encourage greater use of the business case study method in the U of R’s undergraduate business program. In conversations with Dr. Benjamin Fiore SJ at Campion, Dean Carol Stephenson at Ivey, and Dean Garnet Garven at the U of R Hill asked, “How can we pull all this together?” The result of those conversations, and many others, was an investment of \$7 million to establish the Paul J. Hill School of Business; \$2.5 million for the development of a partnership with the Ivey School – including Hill-Ivey Scholarships of \$40,000 to support an exchange of top students wishing to complete their final two years at the Ivey Business School; more than \$600,000 for the Paul and Carol Hill Scholarship in Business Ethics; and another \$600,000 to Campion College to establish the Paul and Carol Hill Scholars in Catholic Studies.

David Senkow, who is currently acting Dean of the Hill and Levene Schools of Business, was involved in “putting flesh on the bones” of the agreement with Ivey following the announcement. The developing partnership,

he says, definitely gave the Hill School opportunities that would otherwise have been difficult to take advantage of. Both Senkow and Andrew Gaudes, who was Dean from 2012 to June 2017, point to the benefits of student and faculty exchanges with Ivey, which is the top school in Canada and second only to the Harvard Business School in producing business cases used by students around the world.



THE HILL SCHOOL
HAS GROWN FROM
1,194 STUDENTS
IN FALL 2007 TO
1,544
HILL STUDENTS
IN FALL 2017.



Carol and Paul Hill

The exchanges include opportunities for Hill faculty to attend one-week immersive visits to Ivey to experience that school's approach to delivering business cases and to collaborate with Ivey faculty on case writing. Since 2009 the partnership has produced 27 Hill-Ivey cases focusing on western Canadian businesses, with more than 37,000 copies being used in schools in 66 countries. In addition, Hill-Ivey Scholarships were established to enable students at the Hill School to spend their final two years completing their degrees at Ivey—31 have been awarded to date. While the traffic so far has been from Hill to Ivey, Paul Hill hopes that as the Hill School's reputation increases, students will come the other way and learn first-hand about western Canada's resource-based economy.

During his time as Dean, Gaudes points to several initiatives designed to advance the school's brand, and to build its reputation. The Hill School established an alumni association in 2012, creating a greater sense of community among graduates. Leaders

Council was established in 2013, and an advisory board in 2014, creating two-way channels for members of the community to learn more about the activities and direction of the school, and for the school to get the word out about its achievements, he says. To help create a collective identity Gaudes led staff and faculty in updating their mission and vision statements in 2013, and developing a five-year strategic plan for the period from 2016 to 2021. "The plan is an important device in communicating how the school sees itself, and where it is going," he explains. The School also needs a strategic plan in order to be accredited by EQUIS (a worldwide body that promotes high quality management education), he adds.

University President and Vice-Chancellor Dr. Vianne Timmons says the tenth anniversary is an opportune time to note that the support of the Hill family has been critical to the Faculty of Business Administration and the university as a whole. "By lending his name and dedicating his time to the Paul J.

Hill School of Business, Paul Hill continues to create opportunities for students and serve as a role model for the next generation of business and community leaders in the province."

During the interview about the tenth anniversary Hill made it clear that it is a milestone, but not the end of the story. His vision has evolved and taken on a new form, reflecting the changing world of business. Digitization and emerging technologies

associated with artificial intelligence will disrupt older business models and create new opportunities, Hill says.

"The future is dynamic, exciting and uncertain; I envision a new, iconic business school building designed to facilitate case teaching, create an agri-business centre, host an entrepreneur start up business incubator, and to facilitate collaboration with the business community," Hill says. "That is the next big initiative."

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Designer's rendering of a concept for a potential business school building.

MASON FEDEC

IMMERSED IN STUDENT LIFE

BY: BILL ARMSTRONG



U of R Photography

Mason Fedec, Hill BSS President

Mason Fedec had just returned from a month in Shanghai, China, when he sat down to talk about his experiences as a student of the Hill School of Business. He and eleven other students had spent the month attending classes at the Shanghai University of Accounting and Finance, as part of the Hill School's Study Abroad program. At the time Fedec was completing the third year of his Bachelor of Business Administration degree with a major in Accounting. Initially it was a shock, he says, to come from a country of 35 million to a city with that many people, but an experience he would recommend to anyone.

"Being immersed in a different culture with a different language and different food was a beneficial and awesome experience," he says.

Fedec is involved in several other outside-the-classroom experiences. He is one of 12 students who sit on the board of directors of the 70,000-member Canadian Association of Business Students. He represents students on the search committee established to search for a new Dean for the Hill and Levene Schools, and on the committee working to have the school accredited with EQUIS, an international organization that encourages improved business education by assessing all aspects of business schools' activities. Fedec's primary role is to provide information to EQUIS about the quality of student life on campus. And, he recently joined the Hill School's JDC West accounting team, which will compete in the 2018 JDC West Business Case Competition.

Earlier in 2017 Fedec was elected President of the school's Business Students

Society (BSS), after previously serving as the society's VP Finance.

"The Hill BSS is like an umbrella organization over other student clubs and organizations," Fedec explains. "I campaigned to support those organizations with funding and resources so they can host events that boost the Hill School brand, and create networking opportunities for students."

His candidacy and election might never have happened, however. After completing his second year Fedec received the \$40,000 Hill-Ivey Scholarship, supporting him to complete his degree at the Ivey School of Business at Western University. After two weeks he realized the experience wasn't what he thought it would be, and he arranged to return to the Hill School. "I had the dream," Fedec explains, "but what I encountered wasn't what I

thought it would be. I have no regrets about coming back."

Participating in the national business students association has enabled Fedec to network with others and learn from them, first-hand. Since being elected he has attended a conference in Halifax with the presidents of other business student societies to learn more about what to expect in that role, and participated in a leadership retreat in Lennoxville, Quebec. Soon after returning from China he headed to a national leadership conference hosted by Deloitte. He also took two classes over the summer. Life, he concedes, can be "quite hectic". Once he graduates in 2018 he hopes to work for an accounting firm in Toronto or Vancouver and earn his CPA designation. A return to school for an MBA may be further down the road, he hints.

H

EVELYN MCRAE WATCHES OUT FOR HER KIDS

BY: BILL ARMSTRONG

Evelyn McRae is one of those people you figure would be described as a “people person” in their high school yearbook. And, it’s much more than a cliché. McRae, who is an academic advisor for students in the Paul J. Hill School of Business, regularly refers to “my students” and “the kids” in talking about the various jobs she has held at the university. Appropriately, her 32-year career with the U of R began working with students as a front line clerk in the business office, a work placement while she was studying at the Saskatchewan Technical Institute (now Saskatchewan Polytechnic). During two reorganizations within the university she was bumped from Business Administration and High School Liaison before landing in the Communications Office. Not for long, though.

“I missed the kids,” McRae says, “so I applied for an opening in the Co-operative Education office.” McRae notes proudly that the U of R Co-op program was the first of its kind established in western Canada, and it is a strong one. “Before my students are placed in a work term, I tell them. ‘You have a job when

you graduate if you work hard during your work placement.’”

During her 17 years working with students in the Co-op program McRae noted that the job was changing. More of the contacts with students and employers were taking place online, rather than face-to-face, and she wasn’t getting to know the kids or employers as she used to. In 2007 she moved into her current job as academic advisor with the Hill School. Ironically, many of her tasks – promoting university experiences, determining Co-op eligibility and discussing career paths upon graduating – are areas where she draws from her previous experience.

I AM VERY SUPPORTIVE OF MY STUDENTS FROM START TO FINISH.

“I am very supportive of my students from start to finish,” McRae says. “When I meet my first year business students



Evelyn McRae, Academic Advisor at the Hill School of Business

they are excited because university is a new experience. My fourth and fifth years are equally excited as they are completing their degrees and entering the workforce. However, my second and third years need a little motivation to keep focused on the end result. They will be finished before they know it,” she says.

McRae’s responsibilities include monitoring students’ academic progress, preparing the Dean’s Honour List of students, and providing information and advice to students in the Bachelor of Business Administration (BBA), Diploma, Excellence, Hill-Ivey, and Co-operative Education programs. For example, students in the BBA program may need one-to-one counseling to select required courses for any of seven optional majors they can choose from. “While it’s an automated system, understanding the timing and availability of classes they need can be overwhelming,” she explains.

McRae also prepares Hill-Ivey Scholarship recipients for the experience of moving to complete their degrees at

another school. (Students selected for the Hill-Ivey Scholarship spend their first two years at the Hill School and receive \$40,000 to complete their degree at the Ivey School of Business at Western University.) She ensures they take the correct classes to complete the requirements of a Diploma in Business Administration from the Hill School, and also encourages them to “come back home” when they graduate, and consider themselves alumni of both universities.

McRae notes she is at the stage in her career where her work is coming full circle: “I’m starting to see some of my students’ kids.”

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TENTREE FOUNDERS: HILL ALUMNI

BY: EDWARD WILLETT

The idea behind the tentree lifestyle apparel company is brilliantly simple: for every item purchased, tentree plants 10 trees.

To date, that approach has seen more than 15 million trees planted in 12 countries. And tentree's long-term goal is even more ambitious: to plant one billion trees by 2030, and become the most environmentally progressive brand on the planet.

It all started right here in Regina, through the efforts of three Regina-born-and-raised alumni of the Paul J. Hill School of Business: David Luba (BBA '14), and brothers Kalen (Diploma '09) and Derrick Emsley (who did his first two years of business at the Hill School).

"We came up with the idea when I was on a student exchange with the University of Manoa in Honolulu," Luba explains. "Kalen came to visit, and we spent a couple of weeks doing all sorts of outdoor activities." They noted how many trees were being cut down for new resorts. "We got to thinking, 'Nothing out there

gives the consumer the opportunity to give back to the environment.'"

Another inspiration: during a hike, the two met some girls wearing shoes by TOMS, which gives a pair to a child in need for every pair sold. David calls that "tangibility." Another example is United by Blue, which takes one pound of trash out of the ocean for every item purchased. "It's hard to imagine the benefits of a basic organic item, but when you make it tangible, it becomes much more real."

Focusing their company on tree-planting came naturally, because Kalen and Derrick had run a carbon-offsetting company (planting trees for oil companies) while attending Luther College High School. Derrick, now the CEO, brought an investment banking background to tentree. "We needed a real leader to help us grow the business," Luba says. "He was the perfect partner."

Today, just five years after its founding, tentree is "growing exponentially," David says. It currently employs 25 people in the Vancouver and Regina

offices, and another 16 sales representatives working around North America.

"We have four pillars," David explains. "The first is trees: no matter what, 10 trees are planted for every item purchased. The second is manufacturing: everything is manufactured responsibly. The third is communities: we want to make sure the communities we are planting with are better off. The fourth is ecosystems: we want to make sure the trees help out the local ecosystems. Everything we do, we focus on making those pillars stronger."

Derrick and Kalen both received the Hill-Ivey Scholarship, which provides funds for Hill students to spend their third and fourth years at the Richard Ivey School of Business at the University of Western Ontario. The brothers credit the scholarship with providing a "gateway to Toronto," as well as giving them the opportunity to experience other industries and study with "amazing profs."

But equally important were their studies in Regina, where

they learned the basics of business—better communication skills—and most importantly, became part of the local business community, which made starting a business here an "amazing" experience.

"The professors were so supportive, and our friends and family were supportive," David says. "It could never have had the success it had if we hadn't started it in Regina."

To current students, the tentree trio offers this advice: "Think outside the box when it comes time to determine what path you'll take. Dive into your career with abandon. Don't think of it as a job."

And, most importantly, "Be curious!"

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Kalen Emsley, David Luba and Derrick Emsley during their Dragons' Den pitch in 2012. The trio landed a deal for tentree with Arlene Dickinson and Bruce Croxon on the show



U of R Photography

JESSICA THERIAULT: LEVENE ALUMNA

BY: EDWARD WILLETT

Jessica Theriault (MBA '15), Director of Environmental Affairs for the Mosaic Potash Business Unit

Jessica Theriault, P.Eng., the first woman to chair the board of the Saskatchewan Mining Association (SMA), had already served in a director's role at Mosaic for several years before she decided to take the next step in her formal education, enrolling in the Executive MBA program at the Kenneth Levene Graduate School of Business, from which she graduated in 2015.

IT'S AN EXPERIENCE I WILL NEVER FORGET AND DEFINITELY RECOMMEND TO OTHERS.

Her personal goal? To become a better strategic leader. "I was personally and professionally ready for the MBA experience. It was definitely the next challenge at the time that I was looking for."

Theriault chose the Levene School for several reasons. She knew other graduates from

Mosaic, she knew she could work full-time while she took the program, and, most importantly, the school offered her a face-to-face education right here in Saskatchewan. "I didn't want a distance education program," she says. "I knew I wouldn't be as effective in that kind of learning environment."

She has represented Mosaic on a number of industry association environmental committees, not only with the Saskatchewan Mining Association, but also the Saskatchewan Potash Producers Association, Fertilizer Canada, and the Saskatchewan Chamber of Commerce.

While Theriault says she was honored to be elected the first woman chair of the SMA Board in March, she hastens to point out that the SMA has had an "amazing" female leader for several years: President Pam Schwann. "She's well-respected in the mining industry and known as an industry expert throughout the provincial and federal governments."

The Saskatchewan mining industry is working hard to increase women's participation in the industry, not only in the trades, but in leadership positions, Theriault notes. Mosaic is ahead of the industry as a whole. Whereas in Saskatchewan only about 14 per cent of the industry work force is made up of women, women make up 24 per cent of the workforce at Mosaic, and fill approximately 27 per cent of the engineering, EHS (environment, health, and safety) and technical roles.

Theriault says her Executive MBA from Levene provided her with expanded strategic leadership and management skills, improved communication skills, a more in-depth understanding of the business world, and valuable accounting and financial skills.

As well, she says, "It provided an opportunity for personal growth in a supportive learning environment, with access to leading and accomplished educators in a local Saskatchewan classroom setting."

Of equal importance were the connections made, to

professors, educators, and, most of all, the other members of her cohort.

"Our MBA cohort was put into the same situation and together had so much in common, juggling demanding careers and continuing our education at the same time," she says. "The experience is what really binds us together, and that support continues beyond the MBA program. I met a talented group of incredible individuals and made memories and friendships that will last a lifetime."

She concludes, "It's an experience I will never forget and definitely recommend to others."

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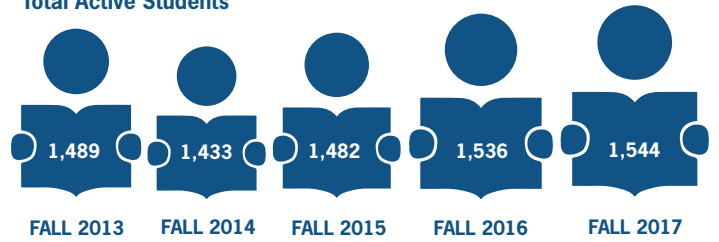
EXCELLENCE SCHOLARSHIPS



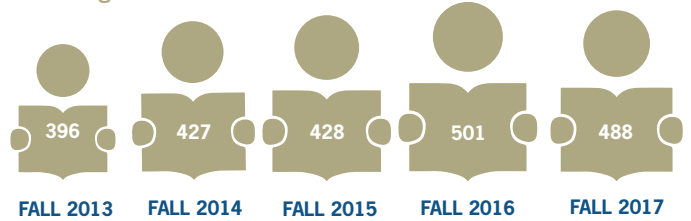
The Hill School provides Excellence Scholarships to students with a high school average of 85% or higher. In Fall 2017, **126 students** received this \$1,000 scholarship.

REGISTERED HILL BUSINESS STUDENTS

Total Active Students



New Registrations



GPA OF BBA

75.24%

was the average GPA of Bachelor of Business Administration graduates for Spring 2017 convocation. Of those:



Earned Great Distinction
(over 85% PGPA)



Earned Distinction
(over 80% PGPA)

NEWLY REGISTERED HILL STUDENTS

50% from Regina
25% from elsewhere in Saskatchewan
3% from elsewhere in Canada
22% international



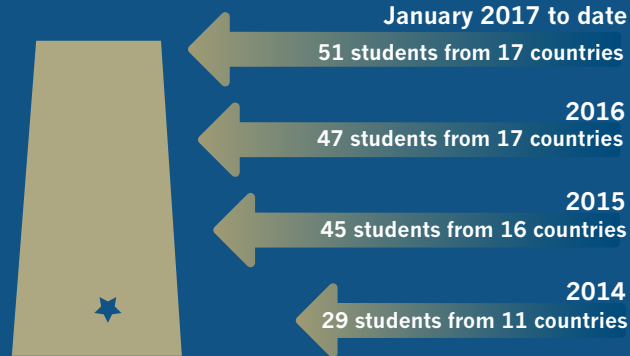
36

COUNTRIES

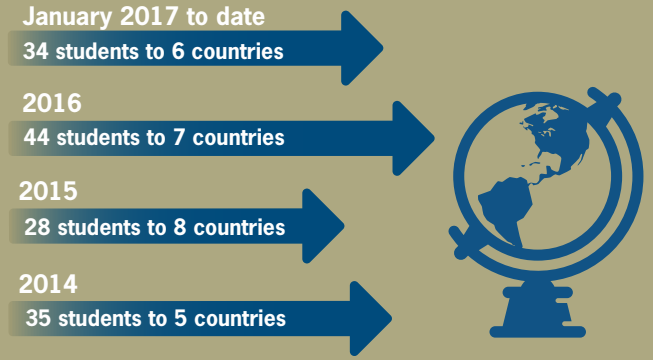
In Fall 2017 the Hill School of Business registered **289 international students** into our programs, from **36 countries**.



THE HILL SCHOOL WELCOMES MANY VISITING INTERNATIONAL STUDENTS HERE ON EXCHANGE:

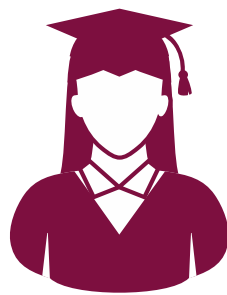


THE HILL SCHOOL SENDS MANY STUDENTS OUT ON INTERNATIONAL EXCHANGES AND STUDY TOURS:



38% MALES

Across all Levene Graduate Programs for Fall 2017



62% FEMALES

Across all Levene Graduate Programs for Fall 2017

RECOMMEND TO A FRIEND

100% of respondents would recommend the Levene Graduate School of Business to a friend.

Based on a survey of graduating students in June 2017*



LEVENE STUDENT SCHOLARSHIPS



\$80,000

Over \$80,000 in **scholarships** are available to Levene students.

2017

On average, students across **all Levene Graduate Programs** (Levene MBA, MAdmin Leadership, MHRM, Masters Certificates) have **6 years of experience.**



On average, students in the Levene **Executive MBA** have **14 years of experience.**

GIVING BACK TO THE PROFESSION OF ACCOUNTING: MORINA RENNIE

BY: EDWARD WILLETT

Professionals, from doctors and engineers to lawyers and accountants, often speak of “giving back to the profession.”

Dr. Morina Rennie, professor of accounting in the Faculty of Business Administration, has been able to give back more than most through her volunteer work with the Chartered Professional Accountants of Canada (CPA Canada) and as a member of the Audit Committee of the Province of Saskatchewan.

Born and raised in Moose Jaw, Rennie has an accounting diploma from SIAST (now Saskatchewan Polytechnic), a Bachelor of Commerce and an M.Sc. in Accounting from the University of Saskatchewan, and a Ph.D. from the University of Alberta. She obtained her Certified Management Accountant (CMA) and Chartered Accountant (CA) designations while employed at the public accounting firm, Peat, Marwick, Mitchell (now KPMG). The CMA and CA were separate designations at the time, but unified in 2012, along with the Certified General Accountants, under the banner of the Chartered Professional Accountants of Canada (CPA Canada).

At the University of Regina she’s now taught accounting for some 30 years. Her research interests have included the history of the public accounts of Canada, tax compliance, public-private partnerships, and auditor-client relationships, and it was her research that led to her first opportunity to serve her profession at the national level: she was appointed to the Auditing and Assurance Standards Board (AASB), the board that develops auditing standards that Canadian auditors are required to follow when performing financial statement audits.

There are three such standard setting boards in Canada. The other two set standards for the preparation of financial statements in the private sector and the public sector, and a few years after serving on the AASB, Rennie was invited to join the Public Sector Accounting Board (PSAB).

Serving on that board has helped with her current research into PSAB’s origination and importance. She also found it interesting and inspiring to work with the other members of the standards-setting boards, a mixture of private and public-



Dr. Morina Rennie, Professor (Accounting)

sector accountants. “Their careers are incredibly demanding, and yet they’re taking many days away from their work to serve the profession for no compensation.”

Most recently, Rennie has been appointed to CPA Canada’s competency map committee. A competency map, she explains, depicts “all the knowledge that a person needs to become a CPA, the competencies they need to acquire.”

Before the Chartered Accountants, Chartered Management Accountants, and Certified General Accountants united, each profession had its own map. The unified competency map developed after the unification is now undergoing a major revision. “It’s a very interesting process,” Rennie comments. “We’re having to decide what qualities are important, what knowledge is important for a professional accountant to have, and how we convey that information. It’s quite challenging.” Rennie is also one of the provincial representatives who annually review the final competency examination for students seeking to become a Chartered Professional

Accountant. In a four-day session, “we give feedback on whether the exam is accurate and fair,” she says.

Shelley Thiel, the CEO of CPA Saskatchewan appreciates the time Morina has dedicated to the CPA profession saying, “Morina’s contributions have been extensive, particularly related to education and standard setting - she has had a significant impact on the profession and we appreciate her knowledge and enthusiasm.”

In March, Rennie was appointed to the Audit Committee for the Province of Saskatchewan, which assists the Standing Committee on Public Accounts, the Provincial Auditor, the Minister of Finance, the Minister Responsible for Crown Corporations, or the Standing Committee on Crown and Central Agencies as requested.

“I’ve been very lucky to have some very interesting opportunities to contribute to the profession,” Rennie notes.

She adds, “I’ve learned a lot.”

H

RESEARCHING SAFETY MATTERS

BY: BILL ARMSTRONG



Dr. Sean Tucker, Associate Professor (Human Resource Management)

Dr. Sean Tucker's research interest in occupational health and safety is both professional and personal. When he was a young, inexperienced worker he had what he describes as a formative experience in his life: while working on scaffolding four levels above ground, a plank he was standing on gave way. As the plank fell he was able to grab an exposed beam and swing himself onto another plank, averting a serious injury.

OUR CURRENT OCCUPATIONAL HEALTH AND SAFETY WORK IS DRIVEN BY NEEDS IN THE PROVINCE.

It's no surprise, then, that Tucker, an associate professor in the Faculty of Business Administration, is involved in research projects focusing on improving safety for workers. Those projects, Tucker emphasizes, involve collaborating with WorkSafe Saskatchewan (a partnership of the Workers Compensation

Board and the provincial Ministry of Labour Relations and Workplace Safety), employers, the Saskatchewan Federation of Labour, Safe Saskatchewan and a number of safety associations. Several of the projects are organized through the Centre for Management Development (CMD) in the Faculty, which offers business-consulting services and conducts research for clients, while also providing short-term, practical work experience for students, and opportunities for faculty to apply their expertise to help businesses and organizations solve problems and grow.

Through the CMD Tucker conducts an annual survey on safety culture for the 620 organizations that have signed the Saskatchewan Health and Safety Leadership Charter, and provides survey support for the Safe Saskatchewan Mission: Zero Awards. He credits the success of these projects to the support of student research assistants. He also notes that, "our current occupational health and safety work is driven by needs in the province; so our projects are addressing real challenges," says Tucker.

One such research project, funded by the Saskatchewan Workers Compensation Board (WCB), was the first to gather hard data to test if and how CEOs influence injuries among front-line workers. Tucker teamed up with Dayle Ehr (BBA '14, U of R) and Dr. Tunde Ogunforwora, University of Calgary, to gather data from 2,700 employees, 1,400 supervisors and 229 top managers in 54 public and private sector organizations to determine what influence CEOs have on safety. The study found that CEOs shape the priority their senior managers put on safety. In turn, those managers cascade the message down to supervisors and front-line workers to create an effective safety culture that reduces injuries among frontline employees.

Phil Germain, the WCB's vice-president of Prevention and Employer Services, appreciates what Tucker's research reveals. "It seems like a cliché, but the research points to the fact that safety starts at the top," Germain says. "Leaders must be visible, and their actions and words must be aligned."

The study's findings have been shared at conferences across North America and in trade magazines, and also incorporated into the Health and Safety Leadership Charter, which was formed by Safe Saskatchewan to encourage a cultural shift in the way injuries and injury prevention are viewed in workplaces and communities. Safe Saskatchewan CEO Gord Moker says the research conducted by Tucker and his colleagues has shown leaders how they can engage employees and assist in positioning health and safety as a core value. "Many of the 600-plus organizations that have signed the Charter are seeing injury rate reductions that result in lower operational costs, a more vibrant workforce, and happier employees," Moker adds.

In his current research Tucker is collaborating with partners in injury prevention to understand factors that contribute to workplace fatalities in the province.

H



Dr. Gina Grandy, Associate Dean (Research & Graduate)



Dr. Saqib Khan, Associate Dean (Academic)

U of R Photography

ASSOCIATE DEANS SUPPORT TEACHING, RESEARCH AND COMMUNITY CONNECTIONS

BY: BILL ARMSTRONG

Two new Associate Deans have been appointed, with overall mandates to expand students' learning and research opportunities, support faculty members in their teaching and research, and to increase connections with the community and among potential employers.

Dr. Gina Grandy, Associate Dean, Research and Graduate Programs

Dr. Grandy expects to do a lot of listening during the first few months in her new role. She is eager to gain a better understanding of the needs and views of various internal and external stakeholders to ensure the curriculum and student experiences are of high quality in terms of academic rigour and in meeting student and employer expectations.

"We offer unique programs delivered by highly qualified faculty," Grandy says. "Of course, strong programs can always be improved, and I look forward to hearing more about how we might enhance what we do."

During her time as acting Associate Dean for six months prior to this appointment, students in the Levene School expressed a desire for more opportunities to learn from and engage with the business community. "Members of the Levene Advisory Board and Leaders Council are already involved in a number of ways," she notes, "but we would like to augment those connections, so that business leaders fully appreciate how our graduate programs are preparing students to tackle the challenges their organizations are facing. We will also create more mentoring, networking and career development opportunities for our students."

Grandy's role also involves supporting research for the Hill and Levene Schools.

Having served as the Program Lead, Research, last year, she has an appreciation of the "exceptional" research being done by faculty members, and plans to raise awareness of that work.

"I want the Hill and Levene Schools to be top of mind when a business, government body or community group is looking for expertise on a topic that relates to our core areas of research."

Dr. Saqib Khan, Associate Dean, Academic

Teaching excellence, experiential learning and a greater emphasis on the business case method are among the priorities Dr. Saqib Khan will pursue as he assumes the role of Associate Dean, Academic. Khan says he will work with the Faculty's teaching committee to facilitate high quality teaching, and to explore ways of recognizing teaching excellence.

"I will also collaborate with the teaching committee to enhance the teaching workshops, and offer them in a more formal manner," Khan says. A few years ago, he continues, the Faculty offered the Ivey Case teaching/writing workshop, but a large number of faculty members have joined the Faculty since then.

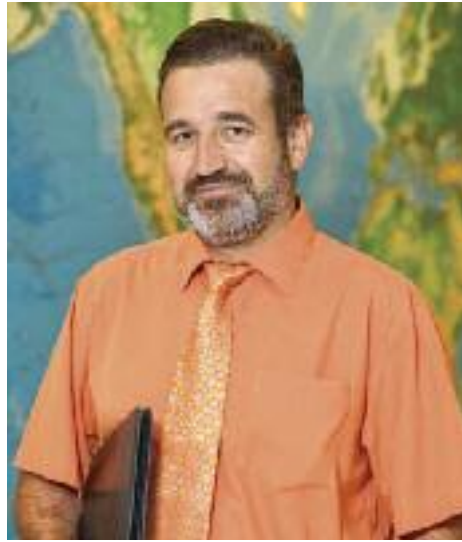
Khan – who has published four Hill-Ivey cases, with another three to be published in the near future – says he would like to collaborate with the Dean and the Ivey Business School to conduct the workshop for the Faculty again.

In his new role he will also work with the committee reviewing undergraduate programs to ensure what is being offered is consistent with the Faculty's five-year strategic plan. "Being a leader in experiential education is part of the mission and vision in the plan," he notes, "so I will work with my colleagues to incorporate experiential learning into the curriculum so that every student can participate in these opportunities."

H

PROGRAM LEADS SUPPORT RESEARCH AND INTERNATIONAL

BY: EDWARD WILLETT



Romulus Cismaru, Instructor (Operations Management)



Dr. Magdalena Cismaru, Professor (Marketing)

The Program Leads within the Faculty of Business Administration work to better prepare students for their future employment, ensuring they are capable of functioning effectively within the interconnected, international business world, and have the skills to conduct or draw on research to help them meet whatever challenges they may face.

For this fall, two new Program Leads have been appointed. Dr. Magdalena Cismaru is taking up the mantle of Program Lead, Research, replacing Dr. Gina Grandy, the new Associate Dean of Research and Graduate Programs, while Romulus Cismaru is the new Program Lead, International, taking over from Dr. Saqib Khan, now the Associate Dean, Academic.

Dr. Magdalena Cismaru, Program Lead, Research
Dr. Magdalena Cismaru is passionate about teaching business research methods—which makes her an ideal fit for her new position as Program Lead, Research.

A Professor in the Faculty, Cismaru studied consumer behavior at the University of Houston, where she earned a Ph.D. in Marketing. Her work

in the area of social marketing and health decision-making has been widely published in a variety of journals, including *Marketing Theory*, *Journal of Advertising*, *International Marketing Review*, *Social Marketing Quarterly*, and *Journal of College Teaching and Learning*.

Everyone does research all the time, she points out (for example, when buying a car or going on vacation), but not very completely or systematically. “We want to inspire students to do research more totally, giving them a better chance to make good decisions,” she says.

Among other things, she hopes to identify national and international research competitions in which students can participate. “We would like teams of students from the Hill and Levene Schools competing and excelling in research.”

Cismaru aims to provide every student with an opportunity to participate in research before graduation, whether in or out of class. While research takes “knowledge and skill and patience,” she notes, once you understand the process, you reap enormous benefits.

“Anyone can benefit in any type of job by knowing how to

do research,” she says firmly. “It is very unlikely you will be unemployed if you’re a good researcher.”

Romulus Cismaru, Program Lead, International

For Romulus Cismaru, the position of Program Lead, International is a natural one: he’s always had a passion for travel, leaping at any opportunities to go abroad.

Born in Romania, Cismaru studied Engineering and Management of Technological Systems at the University Politehnica of Bucharest. In 2003 he earned his Master of Science in Mechanical Engineering from the University of Houston. After moving to Regina he started working in the Faculty of Business Administration as an Instructor in Operations Management.

As the new program lead, he hopes to help students understand why opportunities to study abroad are important, and assist them in taking advantage of them. He hopes to do much the same for faculty members, expanding their opportunities to teach or conduct research abroad. Helping the school achieve EQUIS accreditation, which requires an international

component, will also be a focus.

In addition, he hopes to bolster support for the school’s own international students, who face stressful new experiences far away from their family, friends, and support systems. “Because I was one myself in Houston, I have experience with the kind of things that make your life better,” he notes. “I hope I’ll be able to improve things.”

He hopes the experience will benefit him, as well. “This is a leadership position that will offer me opportunities I haven’t had before.”

“I believe international experience gives you a better, more accurate view of the world, and at the end of the day makes you a better person,” Cismaru concludes. “I’m trying to help people have that experience and get the best opportunities from that experience.”

H



Justin Feeney, Assistant Professor (Organizational Behaviour)

FOR JUSTIN FEENEY, JOINING THE FACULTY OF BUSINESS ADMINISTRATION MARKS THE START OF MORE THAN ONE NEW CHAPTER IN LIFE

BY: EDWARD WILLETT

For any new faculty member, the first year at a new school marks the start of a new chapter in life. For Justin Feeney, it marks more than one: not just the start of his teaching career at the U of R, but the start of his life as a married man.

Feeney proposed to his fiancée, Sarah Ridley, in Wascana Centre, although it didn't go exactly as planned. "She was going to move the car, grabbed the keys from my pocket—and found the ring before I proposed. We were both totally awkward for the next 15 minutes, and finally I said, 'I'm just going to do it here.' She said 'yes,' foolishly."

It was an auspicious start (momentary awkwardness aside) to his first year in the University of Regina's Faculty of Business Administration, where he will be teaching classes in organization behavior, staffing, performance management, and human resources management.

Feeney grew up in Mississauga, and attended the

University of Toronto, where he obtained a B.Sc. in Psychology in 2009. He decided to pursue a more applied branch of psychology for his first graduate degree, earning an M.Sc. in Industrial and Organizational Psychology from the University of Western Ontario in 2011. That led naturally into human resources management, and teaching at a business school. Currently, Feeney is in the final throes of earning his Ph.D. from the University of Western Ontario.

WHEN I CAME HERE I REALLY LOVED THE CAMPUS... THE PEOPLE ARE COMPLETELY COLLEGIAL AND DOWN TO EARTH...

Feeney applied to several universities for positions and received several offers from schools in the U.S., but only one from Canada: the

University of Regina. "When I came here I really loved the campus," he says. "The people are completely collegial and down to earth, from the Dean down through the faculty members."

In fact, he noted, when he proposed to his fiancée, they were staying with faculty member Sandeep Mishra, whom he calls "super-welcoming."

It wasn't just the staff, though. "I was really impressed with the whole program and environment," he says. Staying in Canada also appealed to him because of the unstable political and work environment with which U.S. schools are currently contending.

In addition to teaching, Feeney will continue his research, which is focused on three primary areas: improving the accuracy and acceptance of performance management systems, improving the utility of hiring tools such as personality tests or job interviews, and improving applicant reactions to hiring tools.

Feeney is excited to start teaching and getting to know the students. Some of the courses are new to him, and he's looking forward to developing those, particularly in areas that relate directly to his research. "We get to develop our own courses within reason," he notes. "I'm provided with enough freedom to enrich courses with my expertise, to add more value to the students."

Finally, Feeney says he's looking forward to getting "immersed in Regina culture," which can mean only one thing: There's a Rider jersey in his near future.

H



Marci Elliott, Assistant Dean, Levene School

NEW ASSISTANT DEAN DRAWN TO THE CHALLENGE

BY: EDWARD WILLETT

When Marci Elliott read the job description for the newly-created position of Assistant Dean for the Levene Graduate School of Business a little voice kept saying, “Marci, apply here.” She did, was hired, and began her new role in mid-June.

In brief, the Levene School created the Assistant Dean position with a mandate to increase graduate student enrollment, develop supportive partnerships with corporate and government partners, and increase the profile of the Levene School program offerings. Everything in her work history, Elliott explains, lined up with the requirements listed. That history included ad agency experience, the VP of Marketing for the then newly-launched Women’s Television Network, Director of Marketing and Development for the National Screen Institute, and most recently, six years as Executive Director of the MBA program at the Asper School of Business at the University of Manitoba.

“I’d done a lot of good work at the Asper School,” she

explains. “Admissions were well up; I’d achieved at the level that I’d been hired for. The timing was right for a change, and I do like change.”

Using and interpreting the data that she gathered for the job interview and in her new role, Elliott has a range of initiatives in mind, particularly in the areas of targeted digital marketing, users’ experience of the school’s website, enriched student experiences, changes to the school’s online presence and improvements to its reputation for competitiveness. For example, the school seems to be missing what she describes as a younger wedge of potential students, perhaps because it is perceived as too small to be competitive with its larger counterparts, or simply because the right medium hasn’t been used to reach those audiences. She wants to correct that perception and targeting issues to attract those younger students.

“I think the Levene School punches above its weight,” Elliott says. “When students enter competitions they place

and sometimes win. So, we need to send students to more competitions, where they will recognize that they can compete, and to get that good news out to the public and the organizations that support student experiences. Just because the school is small doesn’t mean we aren’t good.” Enhancing the student experience and increasing enrollment will also enhance the school’s ability to gain accreditation with international organizations like EQUIS, which will further increase its profile, she adds.

“I THINK THE LEVENE SCHOOL PUNCHES ABOVE ITS WEIGHT.”

Elliott is reaching out to collaborate with individuals and areas within the university to take advantage of the talent

and expertise available. She is working with UR International to increase student enrollment at the graduate level and to develop relationships internationally for the Levene MBA in International Business and the MBA in Public Safety. Another collaborative initiative, a pilot project to promote the Levene program with a Faculty within the university, will come to fruition in the fall, she hints.

The current environment may seem like a difficult one for the university, Elliott observes, but for her, difficult times are exciting, because they push people to think differently about how to use the resources they have. It is one thing to want to help create meaningful change, she says, and another to come into an environment that is receptive to change. “During the job interview I got the feeling there is receptiveness here. Taking on the challenge became an irresistible draw.”

H

RECOGNIZING ACHIEVEMENTS



Kenneth Levene receives an honorary doctorate from President Timmons

U of R Photography



Faculty of Business Administration Long Service Awards recipients with Dean Andrew Gaudes. Left to right: Morina Rennie, Marilyn Staseson, Andrew Gaudes, Wendy Tebb

U of R Photography

Murad Al-Katib, chair of the Levene Advisory Board, was named EY World Entrepreneur of the Year at an award ceremony held in Monaco in June 2017.

Dr. Eman Almehdawe received \$10,000 in research funding from Saskatchewan Center for Patient Oriented Research (SCPOR) for her project, "Studying the impact of Emergency Department Occupancy at Regina General Hospital on patient length of stay and outcomes".

Dr. Eman Almehdawe has been granted a tenured appointment and promoted to the rank of Associate Professor in the Faculty.

Bruce Anderson returned to his position as an Instructor in the Faculty of Business Administration, and assumed the role of Executive Lead, Outreach as of July 1, 2017, after filling the role as the Associate Vice-President, Development at the U of R since July 2014.

Dr. Robert Anderson is the recipient of a President's Research Seed Grant for his project entitled "Entrepreneurship as a Vehicle for Effective Participation in the Global Economy "On One's Own Terms"".

Dr. Robert Anderson was reappointed as an International Research Fellow with the Centre for Aboriginal Economic Policy

Research at Australian National University (ANU) for the period of May 2017 to June 2018.

Thomas Benjoe (DAdmin '09 and BBA '11 (FNUniv)), received the Outstanding Young Alumni Award at the University of Regina's Alumni Crowning Achievement Award ceremony in October 2017.

Dr. Nourhene BenYoussef is the recipient of a President's Research Seed Grant for her project entitled "Audit Committee Diversity and Timeliness of Restated Earnings Disclosure".

Dr. Nourhene BenYoussef has been granted a tenured appointment and promoted to the rank of Associate Professor in the Faculty.

Dr. Shelagh Campbell has been granted a tenured appointment and promoted to the rank of Associate Professor in the Faculty.

Dr. Magdalena Cismaru was appointed as the Program Lead, Research for two years commencing July 1, 2017.

Dr. Magdalena Cismaru was appointed as the Faculty's inaugural Conexus Research Scholar in Financial Wellbeing for a two year term commencing July 1, 2017.

Romulus Cismaru was appointed as the Program

Lead, International for two years commencing July 1, 2017.

Levene student **Aurpa Deb Nath**, was the recipient of the Leaders Council Graduate Scholarship in honour of W. Brett Wilson at the Levene Dinner in May 2017. Mr. Wilson was the keynote speaker at the dinner and presented Aurpa with the award.

Marci Elliot was hired as the new Assistant Dean, Levene School.

Justin Feeney was hired as an Assistant Professor in the Faculty in the area of Organizational Behaviour.

Dr. Janice Foley retired from the Faculty of Business Administration after 17 years of service.

Dr. Janice Foley was awarded the title of Professor Emerita in the Faculty of Business Administration.

Dr. Gina Grandy was appointed as Associate Dean, Graduate and Research for a three-year term commencing July 1, 2017.

Dr. Gina Grandy was appointed to the international editorial board for the journal *Management Learning*.

Members of the Hill and Levene Schools of Business were honoured at the U of R's Long Service Recognition Awards in April including:

Wendy Tebb for 35 years of service; **Dr. Morina Rennie** for 30 years of service; **Dr. Robert Anderson, Dr. Youngsoo Kim, Janice Leibel, Dr. Jean-Marie Nkongolo-Bakenda and Marilyn Staseson** for 15 years.

The Hill School and Enactus student group hosted Prince's Operation Entrepreneur for the fifth year under the guidance of faculty members **Dr. Lisa Watson** and **Lee Elliott** and student project manager **Jon Lipoth** in August 2017. The Hill School's program saw 20 participants graduate after the week long bootcamp.

Two new Hill-Ivey Cases published:

- **Dr. Chris Street** with Ivey author Dr. Rob Mitchell entitled "Challenges and Opportunities at the Protospace Makerspace"
- **Dr. Chris Street** with Ivey author Dr. Rob Mitchell entitled "Business Models and the Online Venture Challenge (A): The Decision Over Version 2.0"



U of R Photography

David Senkow with his Wally trophy



U of R Photography

Aurpa Deb Nath (centre) receives the Leaders Council Graduate Scholarship from Leaders Council President Jolene Anton and Levene Dinner speaker W. Brett Wilson.

Hill student **Eric Holloway** was the recipient of the Leon Goldman Scholarship at the Spring 2017 Convocation.

Dr. Saqib Khan was appointed as Associate Dean, Academic for a three-year term commencing July 1, 2017.

Hill student **Mitchell Kilgore** was the recipient of the Faculty of Business Administration Dean's Medal at the Spring 2017 Convocation.

Kenneth Levene was presented with an honorary doctorate degree at the U of R's Spring 2017 Convocation.

Welcome to the 2017/2018 Levene Alumni Association's Executive including:

James Welter (BEng '00, EMBA '14), President; **Rick West** (BSc '97, EMBA '14), Vice President Professional Development; **Charles Sylvestre** (CDP '99, CCS '02, MBA '14), Vice President Alumni Relations; **Bob Newis** (CCS '87, BAdmin '87, BA '94, MBA '15), Treasurer; **Charlene Oancia** (CA '14, EMBA '16), Secretary.

Welcome to the 2017/2018 Levene Grad Students' Association (LGSA) Executive including:

Shaelja Sharma, President; **Anusha Subramanian**, Vice-President; **Kalyan Venkta**, Treasurer; **Meenakshi Kathiar**, GBUS representative;

Khaleel Soomro, MBA representative.

Dr. Sandeep Mishra received funding through the Faculty's Dean's Research Grant program for his project entitled "Relative deprivation, stress and health" in Spring 2017.

Dr. Sandeep Mishra was appointed to the editorial board for *Frontiers in Psychology: Evolutionary Psychology and Neuroscience*.

Dr. Sandeep Mishra has been granted a tenured appointment and promoted to the rank of Associate Professor in the Faculty.

Dr. David Senkow was appointed as Acting Dean for a one-year term commencing July 1, 2017.

Dr. David Senkow won the Super Gas category at the Medicine Hat Raceway NHRA National Open in Medicine Hat, Alberta on July 29.

Marilyn Staseson retired from the Faculty of Business Administration after 16 years of service.

Dr. Andrew Stevens has been granted a tenured appointment and promoted to the rank of Associate Professor in the Faculty.

Dr. Morina Rennie has been appointed to the Audit Committee of the Province of Saskatchewan.

Hill student **Evan Wellman** was the recipient of the Leaders Council Undergraduate Scholarship in honour of Elyse Allan in Fall 2017.

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Annual Levene Business Dinner in May 2017

Hill Advisory Board meeting

Wednesday, October 25, 2017

44th Annual Hill Business Dinner

(Including Exclusive Leaders Council Q&A)

*Featuring keynote speaker Elyse Allan,
President & CEO of GE Canada*

Wednesday, October 25, 2017

Levene Advisory Board meeting

Wednesday, November 1, 2017

Hill Case Competition

Thursday, November 9 through Saturday, November 11, 2017

Dream, Girl documentary screening

Wednesday, November 15, 2017

**Leaders Council Executive and
Hill and Levene Advisory Board meeting**

Tuesday, November 21, 2017

Leaders Council AGM

Tuesday, November 21, 2017

“What is Business Admin?”

Prospective High School student event

Thursday, December 7, 2017

Hill BSS “Taste of Networking” event

Wednesday, January 25, 2018

Hill Advisory Board meeting

Wednesday, April 25, 2018

Levene Advisory Board meeting

May 2018

Annual Levene Dinner

(Including Exclusive Leaders Council Q&A)

May 2018

Hill Legacy Ring Ceremony

Wednesday, June 6, 2018

University of Regina Spring Convocation

(Including Hill and Levene Schools)

Wednesday, June 6, 2018

Hill Legacy Pin Ceremony

Friday, September 21, 2018

University of Regina Fall Convocation

(Including Hill and Levene Schools)

Friday, October 19, 2018

Hill Advisory Board meeting

Wednesday, October 24, 2018

45th Annual Hill Business Dinner

(Including Exclusive Leaders Council Q&A)

Keynote speaker tba

Wednesday, October 24, 2018

KENNETH LEVENE GRADUATE SCHOOL OF BUSINESS

Information Sessions

Wednesday, November 15, 2017

Tuesday, December 5, 2017

Wednesday, January 17, 2018

Tuesday, February 13, 2018

Thursday, March 15, 2018

Thursday, April 5, 2018

GMAT Prep Workshop

Graduate Management Admission Test (GMAT)

Two-day Preparation Workshop

Saturday, March 10 & Saturday, March 17, 2018

**You can find more information about the information sessions
and GMAT prep workshop, and RSVP by visiting:**

levene.uregina.ca

Inspire tomorrow's leaders today.



Join Leaders Council and help shape the future of business.

Leaders Council is made up of the best of the business community, who lend their expertise, perspective and vision to advance the Hill and Levene Schools of Business.

Enjoy mentoring opportunities, access to student resumés, networking events and much more.

As a Leaders Council member, you will support undergraduate and graduate scholarships, research scholar appointments, as well as student travel to case competitions.

Learn more about Leaders Council at leaderscouncil.ca



E X P A N D
YOUR HORIZONS

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of Regina