Dean’s Message

In this newsletter we are pleased to share more stories about our exceptional Faculty members. We profile the research of Dr. Janice Foley and the community contributions of Dr. Jean-Marie Nkongolo-Bakenda. We also share stories from a number of current students highlighting their experience with the 2 + 2 Joint International Program and Co-op Program. As always, we hope that you enjoy our newsletter and welcome any feedback or suggestions for future editions.

Hill Scholarship Winners

The 3rd Annual Hill-Ivey Scholarship event was held on August 13, 2010. Paul Hill was on hand to address the room full of new scholarship recipients, past scholarship recipients, and family members. The six recipients of a $40,000 Hill-Ivey Scholarship (shown below) were:

Derek Fleck
Kristin Gomersall
Logan Hutt
Jennifer Marlowe
Monique Paproski
Sawyer Swann

The 10 recipients of the Hill Scholarships in Business Ethics were:

Jessica Baer
Jordan Fenwick
Janessa Hegel
Kimberly Heibert
Kelsey Hudym
Matthew Klinger
Kayla Kozan
Taylor Mountain
Brett Pelzer
Basit Sami

Send us Your Feedback!

We value your feedback! Email us at business.dean@uregina.ca to tell us your thoughts about our newsletter, or about any other issues relating to the Paul J. Hill School of Business.

UR Business Dinner - Nov. 4

This year’s Business Dinner is taking place on November 4th, 2010 and is sure to be another successful and exciting event! The featured speaker will be Rob McEwen, who is Chairman and CEO of US Gold Corporation and Lexam Explorations. He is also the founder and former Chairman and CEO of Goldcorp.

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 Corporation’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, and in 2007 he was appointed to the Order of Canada.

Reserve your place at the Business Dinner! Tables are priced at $412.00 and include 4 corporate seats with 4 student seats. For more information please email: hillbusinessdinner2010@gmail.com or visit the Business Student’s Society website at: http://urbss.com
Research Profile - Janice Foley

Dr. Janice Foley is a Professor of Human Resource Management / Organizational Behaviour, and she joined the University of Regina in 2000. She has had a long-standing interest in workplace and union issues, dating back to her doctoral dissertation which she completed at the University of British Columbia in 1995. Her doctoral dissertation examined the role of the Women’s Committee at two unions over a twenty-year period from the early 1970s through the 1990s. Despite union cultures that marginalized minority interests at that time, Dr. Foley found that the Women’s Committees were instrumental in advancing female representation in leadership positions and promoting women’s interests.

Her research on the broader topic of equity in unions culminated in the 2009 publication of an anthology entitled *Unions, Equity and the Path to Renewal* through UBC Press. She has also secured research grants from SSHRC, CIHR, and other funding agencies, and has published numerous articles and book chapters.

Her research has focused on employee well-being and, in particular, the impact of union and management practices on working people. She has studied issues related to the psychological health of employees, including the use of contingent workers, the introduction of high performance workplace practices, and the drive for productivity. Her current research focus examines the impact of workplace cultures on employee welfare.

Community Profile - Jean-Marie Nkongolo-Bakenda

Dr. Jean-Marie Nkongolo-Bakenda joined our Faculty in 2001 and teaches strategy and international business. In 2006, during a trip to Africa to study the globalization of business, he was shocked by the level of poverty for children and women in a village close to the city of Ngandajika in the center of the Democratic Republic of the Congo. He met with local people to assess their willingness to take ownership of their future and identify the kind of help needed. Means identified included educational facilities and scholarships, drinking water, improving agricultural production and transportation equipment, and upgrading health care and entertainment facilities (including sports equipment and team uniforms).

Back in Canada, Dr. Nkongolo-Bakenda recruited friends and started up a charity named Association for the Development of the Rural Communities in the Democratic Republic of Congo (ADERC). Since then, ADERC has been registered as a charity by the Canadian government and has sent two 40 foot containers filled with aid items to the village. For example, a driller for digging wells for drinking water and two deep well pumps have been sent. Also, three trucks, trailers, and eight 200 litre cans have been made available to provide other needy villages with water, and for people to use to bring their produce to urban markets. Blackboards, toys, notebooks, pens, pencils, and rulers have been distributed to one elementary school. More than 300 textbooks have been given to a local university. A tractor, agricultural implements, brick and woodwork machines, a corn mill, and generators have been sent to facilitate agricultural, construction, and household activities. Soccer balls and basketballs have been delivered, helping the local soccer team place second in last year’s regional tournament!

Many challenges are still present to alleviate poverty, and foster dignity and self-reliance among the local people. Creating self-sufficiency will take years and additional educational efforts, but the project has brought hope for a better life for children and their parents. With Dr. Nkongolo-Bakenda’s help, ADERC is exploring avenues for long-term sustainability and for expansion to other villages. The project continues to welcome additional help and support.

BSS Golf Tournament

The Paul J. Hill School of Business was proud to host the 10th Annual Hill Business Students’ Society Golf Classic, on September 24, 2010 at Deer Valley Golf Course. Businesses and students participated in a day of golf and business networking. Each pair of students was matched up with a corporate pair related to their field of study. The day began with a shotgun start at 1:00 p.m., followed by a roast beef dinner at 7:00 p.m.

Thank you to all those who contributed to the success of the Golf Tournament!
Experiences with Co-op

University of Regina offers a program in Co-operative Education whereby students spend alternate four-month periods taking university courses and getting business experience working in organizations. The following are stories from three of our co-op students outlining their experiences.

My name is Ghia Schell and I recently received my B.B.A with a major in Marketing from the University of Regina. During my university career I successfully completed four Co-op work terms at SaskTel. The Co-op program provided me with the opportunity to gain hands on marketing experience with a successful and reputable company. Being a part of the SaskTel environment allowed me to gain insight into how businesses grow and succeed. As well, it allowed me to build many beneficial networking relationships. I am proud and thankful to have been a part of a program that provides so many opportunities for students to grow and succeed in professional environments. I would not be starting my career at SaskTel this September if it was not for the opportunities the University, the Co-op program, and in turn SaskTel presented to me over the years. Thank you for establishing a program that is making a difference in so many students’ lives.

My name is Andrew Craig and, thanks to the Co-op Program at the University of Regina, I was hired on a double work-term as the Centennial Project Co-ordinator for the Saskatchewan Roughriders. During the first four months of my work term I have been busy travelling the province as part of the "Where is Riderville?" contest, and helping to organize the Canadian Football Hall of Fame Induction Weekend in both Regina and Saskatoon. Most recently, I was in Saskatoon with the Royal Canadian Mint for the launch of the Rider Loonie. Every day I am allowed to work independently and take on new tasks, making each day unique and exciting. This work term has allowed me to gain invaluable first-hand experience in the industry that I want to pursue as a career. I have been introduced to business people who can help me to reach my goals in the future.

My name is Koryn Goretzky and when I started my degree in Business Administration, I didn’t know how much an entry level desk job could differ from company to company. My first work term was very untraditional for my degree, but the great co-workers and pay made for an awesome summer job. It was my second work term where I finally snagged a more traditional business administration desk job, full of filing, report making, and data entry. It was ok, but I knew that it would never really keep me fully engaged or occupied as a career. And so I moved on to another company for my third work term, and jackpot! I’ve now just started my fourth work term with SaskEnergy’s Corporate Affairs team after completing my third work term there last fall. The job still included data entry, filing, and so on, but was fuelled by meaningful work for various charity organizations and worthy fundraising events. Sure, there were still the long group meetings, but often times a meeting could include a burrowing owl from the Moose Jaw Burrowing Owl Interpretive Centre, or take place at the Saskatchewan Science Centre. Even the mundane task of cleaning out the storage room transposed into one of the best days on the job, because I was given permission to donate any outdated stock, so I personally dropped off boxes full of clothing and hats to one of the shelters in Regina and was in awe of the gratefulness of the people there in need.

I’ve come to love and look forward to my future behind a desk, because I’ve learned through the Co-op program that it is possible for desk work to be genuinely fulfilling and rewarding. Even while being “tied to your desk” it’s still possible to make a difference in the community beyond the office.
2 + 2 Program

The Faculty of Business Administration has signed agreements with a number of universities in China, including Hunan University, Xiamen University of Technology, and Shandong University. Students in the program complete their first two years of study at their “home” university covering the general prerequisites, then come to the University of Regina to complete their final two years and finish their degree in Business Administration. There are about 100 students from universities in China taking classes at the U of R at any given time. The following highlights the experience of two of these students.

My name is Yuwei Li; my nickname is Ozzie. I am in the 2+2 program between Hunan University and the University of Regina. After two semesters of ESL, I became a full time student. There are big differences not only in culture, but also in education, in Canada. In university a person must be self-disciplined. I was not focused enough and after two semesters had to discontinue business administration to improve my grades in another faculty. I felt like a failure and that I should go back home. Luckily my friends encouraged me and an adviser helped me develop new strategies. I started spending most days in the library after class. I proved my real worth, improved my grades and re-entered business administration. My GPA for the last 3 semesters is 82% and I feel proud of overcoming my challenges. I will soon get my business degree and a certificate in economics. I learned that getting accepted is only the beginning, not the end.

My name is Shanshan Liu. As an international student from China in the 2+2 program, I would like to say that the first two years of education in China is like the process of laying the foundation of a skyscraper. The next two years studying in Canada, like what I am doing now, is the process of constructing the rest of the building! I learned most of the basic knowledge in the previous two years, in order to get prepared for further education. In Canada, I now grasp the more professionally advanced skills, which broaden my horizons. I have numerous job opportunities to apply what I have learned. Most importantly, studying at U of R helps me meet my goal, which is as the guiding star, leading me to realize the value of myself and show me the possible ways to access my bright future successfully.

CiDA Malawi Project

In June of 2008, the University of Regina was awarded a $4.9 million CiDA project to provide social, economic, and educational development in Malawi, Africa. The five-year project is headed by Professor Abu Bockarie in the Faculty of Education.

Professor Hilary Horan is involved with this project and set up a research centre at the University of Malawi Polytechnic. In order to strengthen management skills of middle-level managers in the college system, a series of management development seminars are being developed.

The latest contributor, Devon Anderson, the Administrator for the Faculty of Business Administration, was invited to travel to Malawi in the latter part of August to facilitate a workshop on Financial Management. Topics included budgeting, financial statements, governance and accountability, and performance indicators.

Twenty-one participants from the Polytechnic and technical colleges throughout Malawi attended Devon’s workshop in August. The session provided participants with practical application in the various topics, in addition to an overview of principles and best practices. Participants had lots of questions about financial management and governance practices in Canada, and eagerly participated in the hands-on portions of the workshop. Devon says that although the 32 hours of travel required to get to Malawi was tiring, it was a very rewarding experience, one which she would be happy to repeat.

Faculty Administrator Devon Anderson and the participants of her workshop in Malawi, August 2010.