Dean’s Message

As Dean of the Faculty of Business Administration at the University of Regina it gives me great pleasure to provide you with an update of the activities of our Faculty over the past few months. You will notice as you read through this edition of the Prospectus that we have added new members to our excellent team of faculty. Their research interests and backgrounds are diverse, and I invite you to read on about them. I also encourage you to review more information on their backgrounds via the individual websites posted at www.uregina.ca/admin/faculty.

We are also proud to announce two achievements that transpired in September. First, the Paul J. Hill School of Business JDC West team was successful in a bid to host the January 2014 JDC West Business Competition. Credit goes to the bid team, spearheaded by Hill alumnus Emily McNair and 2nd year student Victoria Johnson. The successful bid means that more than 600 business students from schools across western Canada will converge on Regina for three days of intense competition ranging from business case to athletics. Our Hill School students are no strangers to this event, having finished as one of the top three schools for the past five years, and walking away with “School of the Year” at the 2012 event.

A second achievement in September was the official announcement from CMA Canada that the Faculty of Business Administration was successful in the process of re-accreditation. This means our students continue to have an advantage when pursuing their accounting major, allowing qualifying students to be exempt from Part 1 of the CMA National Entrance Examination. My sincere appreciation goes out to our accounting faculty for their ongoing commitment to excellence in our Faculty and to Dr. Morina Rennie for taking the lead in the re-accreditation process.

Other advancements have recently taken place in our Faculty: students registered in graduate studies at the Kenneth Levene Graduate School of Business will now enjoy the privilege of membership in their own business student society. The Levene Graduate Student Society was formed in October, thanks to the leadership of the Levene staff and administration and the energy of fifteen of our graduate students. Now, students of the Levene School have their own organization that extends across our graduate programs. We look forward to future events and social occasions organized by the university’s newest student association.

Also, the Faculty introduced the Levene Alumni Leadership Workshop series. The series, which is a joint initiative between the Levene School and the Faculty’s Centre for Management Development, is designed specifically for our graduates of the Levene School as a source of ongoing professional development. The first workshop was Synergistic Decision Making, led by Greg Wensel. Alumni activities culminated with the launch of two new organizations: Hill School alumni, and Levene School alumni will have their own associations, which will galvanize our connection with graduates by supporting communication between the Schools and alumni, as well as among their fellow graduates.

Many more activities are taking place within the Faculty of Business Administration, and some of it is presented within this issue of the Prospectus. Please read cover-to-cover. I also encourage you to visit our website for regular updates of Faculty events and successes.

SSHRC Grant

Dr. Hui Helen Huang has been awarded $59,613 over 2 years for her project entitled: Reforming Executive Compensation: Inside Debt and Information Manipulation.

The research will examine the impact of executive inside debt holdings on managers’ incentive to manipulate information, i.e. misrepresent performance. The prevalent, yet overlooked, components of executive compensation – defined benefit pensions and deferred compensation – share many features of external debt. They are referred to as inside debt. Dr. Huang will construct an agency model with both short-term and long-term compensations to provide a theoretical foundation on how inside debt holdings influence managers’ short-term incentives and information manipulation. She will then empirically test the relationship between inside debt holdings and the likelihood of information manipulation. This research will help design compensation packages that provide proper incentives for executives. It will also provide important insights on the regulation of corporate fraud, an extreme case of information manipulation.

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 Faculty of Business Administration.
Faculty Appointments

Nourhene Ben Youssef joined the Faculty in July 2012 as an Assistant Professor. She is currently completing her PhD in Accounting at the University of Quebec (UQÀM) in Montreal where she earned her MSc. Nourhene’s teaching focus is on financial accounting and theory. Her research interests focus on financial reporting, financial fraud, earnings management, corporate governance and manipulation of information released by publicly held companies.

Shelagh Campbell joined the Faculty in July 2012 as Assistant Professor. She has a PhD in Management from Saint Mary’s University and she holds a CHRP designation. Shelagh’s teaching focus includes business ethics, human resources and industrial relations. Her research interests lie in collective bargaining among public sector professionals, occupational community and forms of union renewal.

Paul Sinclair joined the Faculty in July 2012 as an Assistant Professor. He completed a PhD on the use of Chinese as a trade language in Japan at the Osaka University of Foreign Studies (now part of Osaka University). Paul’s teaching focus is on business communications. His research interests include the Sino-Japanese cultural relationship, the influence of food information on global trade and Asian business communications.

Andrew Stevens joined the Faculty in July 2012 as an Assistant Professor. Andrew completed his PhD at Queen’s University in the Department of Sociology. He teaches in the areas of industrial relations and human resource management. Andrew’s research focuses on the globalization of call centre employment, labour law reform and the changing industrial relations environment at the provincial and federal levels in Canada.

Haithem Zourrig joined the Faculty in July 2012 as an Assistant Professor. He has a PhD in marketing from HEC Montreal. His major teaching interests lie in consumer behavior, services marketing and research methods. He won five research awards, and published in Journal of Business Research, Journal of International Consumer Marketing, Journal of Service Management, and International Journal of Quality and Service Sciences.

Research Profile - Adrian Pitariu

Dr. Adrian Pitariu completed his PhD in Management with a specialization in Organizational Behavior at the Moore School of Business at the University of South Carolina in 2007. His research is mainly in the areas of team processes and team performance. His dissertation involved an examination of the process of monitoring in teams, in particular it showed how monitoring can affect team performance using both feedforward and feedback control mechanisms. In addition to this, Adrian has been conducting research on team mental models, and conflict and trust in teams. He is also interested in methods for investigating dynamic relationships over time. Currently he is working on a project funded by the Social Science and Humanities Research Council (SSHRC) that brings together his interests in team performance and research methods. Specifically he is investigating the role of transactive memory systems on the relationship between team processes and team performance over time. Finally, in collaboration with Dr. Tunde Ogunfowora (Brock University), Adrian is investigating factors that contribute to an improved customer service function in a high tech organization. In addition to research, Adrian is consistently contributing his research expertise to various consulting projects on issues such as employee engagement and mentoring, carried out through the Centre for Management Development.

Behavioural Research Lab Opens

The Faculty of Business Administration is paving the way for new research opportunities for researchers and students alike. Our new Behavioural Research Lab is about to open its doors on the heels of the approval of a new student participant pool within the faculty. The Business Participant Pool allows faculty members to recruit students to participate in research studies in exchange for course credit. The behavioural lab is equipped to allow the faculty members to conduct simulations, experiments and focus groups that will teach us more about how project teams interact and consumers behave. Complete with full video camera coverage, audio recording equipment, and its own set of networked computers, this new space is flexible enough to run live and computer-based simulations, focus groups, and consumer choice experiments. In combination, the participant pool and research lab will allow our students to learn more about the valuable research contributions that their professors make to the business community. We hope that successes from this lab will enable us to develop a larger and more sophisticated lab in future.
U of R Hosts JDC West in 2014!

The Paul J. Hill School of Business is pleased to announce it will be hosting the 9th annual JDC West competition at the University of Regina, January 17th to 19th, 2014! JDC West is the largest student run competition in Western Canada, consisting of twelve competing Universities from Manitoba, Saskatchewan, Alberta and British Columbia. Over the course of one weekend, 650 delegates compete in a variety of areas, including: ten business case competitions, a parliamentary style debate, athletic challenges, social challenges and charity.

Giving back and contributing to the community is a large part of JDC West. Leading up to the competition, each team raises money and donates time to several national charities. In 2012, JDC West competitors raised over $255,000 and donated 5100 hours of their time.

Each year, JDC West selects a unique theme to promote learning amongst delegates and to help set the direction for the academic competition. The theme for JDC West 2014 is Beyond Profits (Corporate Social Responsibility).

Interviews for the Organizing Committee were recently completed in mid-October, and once this team is brought together the planning will begin.

There is a large sponsorship component to hosting the event in order to ensure its success. We are asking for your input and assistance in providing us with any leads for potential sponsorship opportunities; please forward them on to the email address below. In addition to monetary support, there will also be a need for up to 200 volunteers over the weekend of the competition to assist in its success. If anyone is interested in this opportunity, we encourage them to volunteer!

If you have any questions or would like more information about the University of Regina hosting the JDC West competition in 2014, please contact the Co-Chairs for the event, Emily McNair and Victoria Johnson, at jdcwest2014@gmail.com. You can also visit the competition’s website at www.jdcwest.com.

We’re looking forward to showing the rest of Western Canada the tremendous amount of support that we have from our faculty, the University of Regina, sponsors, business community members, alumni and existing students to host the most successful competition yet!

Community Profile - Devon Anderson

Devon Anderson has been the Faculty Administrator since February 2009; prior to that she was the Manager of the Johnson-Shoyama Graduate School of Public Policy. She has a Master of Public Administration degree from the University of Regina, with a special interest in accountability and autonomy in the not-for-profit sector. Devon has extensive experience in senior management positions in the not-for-profit sector in Saskatchewan, and has occasionally done private consulting on a range of human resource and organizational development issues. Last year she completed the requirements of the Governance Essentials Program for Directors of Not-for-Profit Organizations from the Institute of Corporate Directors and the Rotman School of Management. She has also completed training in Change Management and is in the process of completing the Level 1 Certificate in University and College Administration. In the past she has been a volunteer member of the Advisory Committee of the Regina Early Learning Centre and the Business Advisory Committee of Sask Abilities Council. She has been a volunteer with the not-for-profit University of Regina Group for Refugees for five years, assuming the duties of Financial Officer for the group in 2009. Devon also volunteers annually as the Faculty Coordinator for the United Way, and volunteered for two years on the fundraising committee for the annual University of Regina’s Women’s Leadership Conference.
Hill Business Students Society

The 2012-2013 BSS Executive is ecstatic about the year ahead of them. They have compiled a great, diverse, and enthusiastic council that is eager to make this year the best yet. They look forward to many new possibilities and improvements. The BSS Executive is very appreciative of the support they receive from the faculty and staff and would like to thank them all once again for supporting the BSS events and endeavors and for encouraging students to get involved.

This year’s BSS Executive includes:

**President: Dragana Dzelajlija**
Dragana is a fourth year marketing student involved with both BSS and JDC West. She is currently a part of the International Business team on JDC West. She enjoys travelling to new countries and places around the world, and hopes to visit every continent in her lifetime.

**VP External: Kirk Morrison**
Kirk is a third year marketing student from Moose Jaw. Kirk enjoys meeting new people, being involved with BSS, and the MIS team for JDC West. He enjoys watching sports and traveling in his spare time.

**VP Finance: Becka Maskewich**
Becka is in her last year of University and is working towards an accounting major. Aside from being involved with BSS, Becka is also on the Business Strategy team on JDC West. In her spare time she likes to stay active with volleyball and curling, and she enjoys camping in the summer.

**VP Internal: Tom Reimer**
Tom is a third year student serving as the VP Internal. Tom’s vision is to fashion an open community involving students, faculty, and alumni alike. Tom has a position on the JDC West Entrepreneurship team, and is an active member of the UR International Global Leadership Program.

**VP Marketing: Robbie Sahlu**
Robbie is in his 3rd year of Business Administration. Robbie is an avid believer of the saying “total input = total output”, and has adopted that concept as his thought process. He loves to think big and believes in all kinds of possibilities.

The team welcomes you to email them with any questions, concerns or advice you have at hillbss@gmail.com.

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Graduate School of Business

The Levene Graduate School of Business is on the move. Following consolidation of the administrative offices in ED 539 earlier this year, the graduate student lounge has been moved next door to ED 542. The new, remodeled space has a combination of study and meeting space. In addition to providing a suitable space for students to study and meet with project groups, this space is intended to be used by the new Levene Graduate Student Society. The organizing committee for the Levene Graduate Student Society has now met twice and is looking forward to increasing social and professional opportunities for students at the school.

We are also moving to increase our connections with our alumni. On October 5 Greg Wensel led the first Levene Alumni Leadership Workshop. On October 16 we held a Levene Alumni Advisory Lunch. Participants at the workshop and lunch have agreed to form a Levene Alumni Association Organizing Committee. Stay tuned for further developments.

Faculty of Business Admin Alumni

The Faculty of Business Administration continually works to provide opportunities to connect with and engage our Alumni. The next scheduled meeting of our Hill and Levene Alumni Advisory Forums will be on Thursday, February 28, 2013, so be sure to “save the date”!

We would love to hear from you regarding how you would like to be involved!