Dean’s Message

In this edition of the Prospectus newsletter we will introduce two of our faculty members, Dr. Ron Camp and Sandra Steen, and outline their exceptional contributions to research and teaching. We also tell you about research grants awarded to two faculty members, Dr. Adrian Pitariu and Dr. Tunde Ogunfowora. In the Winter 2011 semester, the Business Students’ Society organized two major fundraising events: 5 Days for the Homeless and Keg-a-Rama. The Faculty also hosted an Academic Achievement event and a Mentor event.

We hope that you have enjoyed learning more about our faculty and we look forward to hearing from you with ideas for future editions of this newsletter!

Hill Alumni Advisory Forum -
April 27, 2011

The next Hill Alumni Advisory Forum takes place on Wednesday, April 27th from 7:15 to 8:30 a.m. in the Education Building, Room 514. This is a great opportunity for alumni to gather, catch up, and share their ideas on how to improve our programs to better prepare students for their future careers. Topics to be discussed will include providing advice on changing the Qualifying Program for the Bachelor of Business Administration degree, as well as planning future alumni activities. If you would like to attend, please RSVP to: events.urbusiness@uregina.ca.

SSHRC Grants

Congratulations to two of our colleagues who have been successful Principal Investigators in the most recent competition for research grants from the Social Sciences and Humanities Research Council (SSHRC):

Dr. Adrian Pitariu has been awarded $78,180 over 3 years for his project entitled: The Effect of Transactive Memory Systems on the Relationship between Team Processes and Team Performance over Time.

The research will tackle the problem of specific team processes (such as monitoring, coordination, and cooperation) and when they are most salient for team performance. Through a series of longitudinal studies and laboratory experiments, Dr. Pitariu seeks to find empirical support for the moderating role of team cognitions in influencing team processes and team performance, over time. This research will contribute to the general literature on team processes, providing answers to questions of timing in the emergence of team processes.

Dr. Tunde Ogunfowora has been awarded $9,800 over 3 years for his project: An Investigation of the Effects of Ethical Leadership on the Attraction of Organizational Insiders and Outsiders.

The proliferation of corporate ethical scandals has led to renewed interest in the role that leadership plays in understanding ethical misconduct. Research indicates that ethical leaders influence many employee outcomes, such as satisfaction and helping behaviours. However, the process by which ethical leaders attract employees and effectively convey ethics related messages to them has received little attention. Further, despite the continued exposure and subsequent reactions of the public to corporate scandals, research on the effects of ethical leadership on the public is scarce. This research will examine the effects of ethical leadership on the attraction of potential job applicants, and the attraction of the public to a company’s products and Corporate Social Responsibility (CSR) initiatives.

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.
Teaching Profile - Sandra Steen

Sandra Steen is an Instructor in the Paul J. Hill School of Business and the Kenneth Levene Graduate School of Business at the University of Regina. One of Sandra's important contributions to teaching and learning has been the publication of human resource management and organizational behaviour textbooks. She is the lead author of Human Resource Management and co-author of Canadian Organizational Behaviour, published by McGraw-Hill Ryerson which have been widely adopted by universities and colleges throughout Canada.

An important feature of her textbooks is the focus on engaging Canadian students and instructors through a balanced approach to classroom learning. The latest theories and knowledge gained from research are supported by real and relevant organizational examples, case studies, and exercises providing practical applications and insights. Students also benefit from Sandra’s professional experience working with business and community leaders in the private, public, crown corporation, and non-profit sectors.

Sandra is an active contributor to advancing the use of technology to support student learning. For example, she developed an interactive study space, iStudy for Human Resource Management, to help students master the concepts and achieve better grades through self-testing modules that are designed to be fun and interactive.

Sandra's dedication to teaching and her ability to engage students in an interesting and meaningful way in the classroom clearly demonstrate the ongoing importance of teaching within our faculty.

Research Profile - Ronald D. Camp II

Dr. Ronald Camp, Associate Professor of Organizational Behaviour and International Business, joined the University of Regina in 2002. He has a long-standing interest in cross-cultural management and leadership issues. As a doctoral student at the University of British Columbia, he studied the role of national culture (Japanese vs. Canadian) and initial trust formation in the initiation of joint ventures. In this research, he found that the Japanese respondents used trust in a different way than their Canadian counterparts. For the Canadians, trust based on perceived integrity was very important for the decision to enter into a joint venture. For the Japanese, on the other hand, trust was based on perceived benevolence and only affected the decision to enter into a joint venture when the potential partner was not part of the trustor’s existing social networks.

More recently, Dr. Camp has been involved in a number of projects funded by the Social Sciences and Humanities Research Council (SSHRC) and Canadian Institute of Health Research (CIHR), looking into sustainable economic development involving Aboriginal communities and non-Aboriginal businesses. He has also been studying culturally appropriate human resource management practices for Aboriginal health care organizations.

Dr. Camp is involved in research projects examining ways to more effectively prepare people to perform in a knowledge-based economy. Working with scholars from Holland, New Zealand, and the USA, he has been investigating international differences in knowledge management practices within medium and high-tech firms. Working with scholars in Finland, he is also investigating an alternative approach to post-secondary education aimed at developing continuous improvement knowledge, skills, and attitudes in new graduates.

Academic Achievement Event

On Tuesday, March 1, 2011, the Paul J. Hill School of Business hosted the 3rd Annual Academic Achievement event at the Terrace Building at 10 Research Drive. In 2010, a total of 291 Business Administration students were awarded an academic scholarship, received an Excellence scholarship, or were on the Dean’s Honour Roll. These students and their guests were invited to celebrate their success at this special event. Each student who attended the celebration received a certificate of achievement. After the congratulatory speeches, a group photo was taken of those in attendance and guests were treated to refreshments.

Photo to the right: Group photo of students in attendance at the event.
Keg-a-Rama

The 39th Annual Keg-a-Rama event, organized by the Business Students’ Society, took place on Friday, March 25, 2011 and raised over $19,000 for the Regina Firefighters’ Burn Fund. A total of 32 teams competed in the fun-filled relay race. The Paul J. Hill School of Business fielded its usual faculty and staff team, which valiantly pulled its empty beer keg around the U of R campus.

Keg-a-Rama is the longest-running student led charity event at the University of Regina and is famous for the creative costumes worn by each team. Relay teams participated in an obstacle course through the snow on the Academic Green, which involved wearing a firefighter’s jacket and carrying a fire hose while weaving through pylons and running through tires. Overall, this year’s Keg-A-Rama was a huge success!

Business Showcase

On Thursday, February 10, 2011, the Hill Business Students’ Society hosted the 5th Annual Business Showcase, sponsored by the Institute of Chartered Accountants of Saskatchewan. Held at the Terrace Building, over 200 students, faculty, and members of the corporate community were in attendance. The come-and-go event began at 4:30 p.m. and included speeches from University of Regina President Dr. Vianne Timmons, Faculty of Business Administration Dean Dr. Anne Lavack, and Business Students’ Society President Jennifer Buckingham.

Attendees were able to meet and network with one another in a casual and relaxed environment, with great background music and delicious catering provided by the University Club.

The Business Showcase organizers would like to extend a special thank you to the sponsors of the event: Institute of Chartered Accountants of Saskatchewan, Crown Investments Corporation, and SaskPower.

Photo to the right, left to right: Co-chairs Lisa McIntyre and Jeff Swan with Jennifer Buckingham, BSS President and Dick Carter, President & CEO of Crown Investment Corporation

5 Days for the Homeless

The Hill Business Students’ Society held its 2nd annual 5 Days for the Homeless event March 13-18, 2011. The 5 Days for the Homeless campaign is part of a Canada-wide initiative to raise money and awareness about homelessness and at-risk youth. The five students taking part in the event were required to spend a full five days living outside on campus. They were able to eat only donated food, were not allowed to shower, and were required to continue to attend all of their classes. This year’s five participants were Matt Styles (4th year Business), Marit Johnson (2nd year Business), Brady Johnson (3rd year Kinesiology), Ezekial Steve (2nd year Arts), and Khang Nyugen (1st year Arts).

With a combined effort from the volunteers and participants, the campaign raised a total of $20,722.92 for Carmichael Outreach, along with many non-monetary donations including clothing and non-perishable food items.
Career Accelerator Conference

The Paul J. Hill School of Business hosted its inaugural Hill Career Accelerator Conference on Friday, March 4, 2011. The day was a huge success with 6 featured sessions on the following topics:

• Interview skills, finding the right job, and creating a resume,
• Choosing a profession,
• What it means to be a leader,
• Employer forum,
• What employers are looking for in a new employee, and
• Networking skills.

Fifty students were in attendance to hear from the line-up of nearly 40 experts, moderators, and panelists recruited from many business organizations in Regina. Students in attendance gained enormous benefit from the sessions, which gave them valuable career information and advice. A special thanks to sponsors for the event, which included SGI, CMA Saskatchewan, RBC Dominion Securities, Deloitte, and Women Entrepreneurs of Saskatchewan.

Mentor Wind-up

On Tuesday, April 5, 2011, the Hill Mentor Wind-up event was held to celebrate the conclusion of the second successful year of pairing 3rd and 4th year business students with business professionals in their area of study. This year, a total of 56 students were matched with mentors from the business community.

Formal remarks were made by Associate Dean Dr. David Senkow beginning at 5:15 p.m. Guest speakers included Mo Bundon, Senior Vice President and CEO of Harvard Developments Inc., and Arthur Bonneau, a fourth-year Business Administration student.

Students who attended the wind-up were entered into a draw for two $25 gift certificates to the University of Regina Bookstore. Winners were Annette Polasek and Robyn Warsylewicz. As well, each mentor received a Hill coffee mug as a token of appreciation for the time they have dedicated to making the mentor program a success.

Spring Gala

Every year, the Business Students’ Society organizes a Spring Gala event, which serves as the capstone celebration for the academic school year. Students and faculty gather to unwind and celebrate the end of term, while reflecting on the accomplishments of the past year.

This year’s Spring Gala on Friday, April 1, 2011 was attended by 240 students, faculty members, and sponsors. Co-chairs Léa Beaulieu Prpick and Celina Gudbranson wish to extend special thanks to the Associate Sponsor, the Certified General Accountants (CGA) of Saskatchewan.