In this Edition...

In this edition of the Prospectus newsletter we will fill you in on some of the changes taking place in the faculty including the appointment of Dr. Andrew Gaudes as the new Dean of the Faculty and the appointments of Dr. Ronald Camp and Brian Schumacher as Associate Deans. In this edition we profile the research of Dr. Sean Tucker and feature some of the programs and services supported by the Faculty, including the UR Investing Program, ICBC, JDC West, the Journal of Small Business and Entrepreneurship (JSBE), the Centre for Management Development, and the new GMAT testing centre.

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

Dean Announcement

Dr. Andrew Gaudes has been appointed Dean of the Faculty of Business Administration, effective August 15, 2012. Dr. Gaudes comes to the University of Regina from the University of New Brunswick at Fredericton, where most recently he was Associate Dean of International Programs in the Faculty of Business Administration. In this role he was in charge of the Faculty’s international operations, including overseeing exchange agreements and degree partnerships with a number of academic institutions. Prior to taking on the Associate Dean role, Dr. Gaudes was the Faculty’s Director of Graduate Studies. Dr. Gaudes holds a Bachelor of Environmental Studies, a Master of Facility Management, and a PhD in Management, all from the University of Manitoba. His research interests include specialization strategies of organizations, virtual teams, intuition in entrepreneurship, and social media in health care management. He has several publications in peer-reviewed journals, books and conference proceedings. Dr. Gaudes teaches in the areas of organizational design and entrepreneurship and teaches at both the graduate and undergraduate level. He does consulting work in the areas of strategic planning of human and physical resources.

Associate Dean Appointments

Dr. Ronald Camp has been re-appointed as Associate Dean (Research & Graduate Programs) and Director of the Kenneth Levene Graduate School of Business for the term July 1, 2012 to June 30, 2016. Ron holds a Bachelor of Arts from Whitworth College, a Master of Management from Williamette University, and a PhD from the University of British Columbia. He has been with the University of Regina since 2002. Ron’s research interests include culture and trust, sustainable development, culture and management, and knowledge management. His research has been published in a variety of refereed journals and books. Ron teaches in the areas of leadership, diversity, international business, and change management at both the graduate and undergraduate levels. Building on a successful first year in the Associate Dean role, Ron looks forward to working with faculty, staff, alumni, students and community leaders to further develop and pursue the long term strategic vision for the Faculty’s research enterprise and its graduate programs.

Dr. Brian Schumacher has been appointed as Associate Dean (Undergraduate Programs) for a one-year term from July 1, 2012 to June 30, 2013. Brian holds a Bachelor of Arts and a Master of Public Administration from the University of Regina. He joined the University of Regina as a Lecturer in 2008 and teaches in the areas of introduction to business, management communications, human resource management, organizational behaviour, and business strategy. Brian has also delivered several policy workshops for the Johnson Shoyama Graduate School of Public Policy. Brian has a wealth of management experience, having served as the CEO of Wakayos Holdings, Little Black Bear First Nation, as the CEO of Little Child Holdings, Cowessess First Nation, and as a Performance Management Consultant with the Government of Saskatchewan.

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.
Research Profile - Sean Tucker

Dr. Sean Tucker completed his doctorate in Management with a specialization in organizational behaviour from Queen’s University in 2010. His research is related to occupational health and safety, leadership, and industrial relations. His dissertation research, which involved over 800 young people in Manitoba, examined young workers’ responses to workplace hazards, in particular the predictors and consequences of speaking up about unsafe work. Currently, he is working with several colleagues on projects related to understanding changes in young worker safety behaviour over time, the effectiveness of young worker safety education, and the effectiveness of safety-related charters, such as the WorkSafe Saskatchewan Leadership Charter Program.

Sean is also collaborating with Patti Kelm (MHRM, 2011) on research related to developing authentic leadership in organizations. This form of leadership is defined by high levels of self-awareness and moral decision-making.

Finally, Sean and Dr. Sara Slinn (York University) are examining employer responses to union organizing. This research considers how employer negative emotions and beliefs about the role of unions in society influence employer communications to employees during union organizing campaigns.

Sean enjoys supervising undergraduate and graduate student research projects.

GMAT Testing Centre

The Kenneth Levene Graduate School of Business opened southern Saskatchewan’s only GMAT Testing Centre in the Fall of 2011. Prior to the opening of our testing centre, prospective students were required to travel to Saskatoon to write the 4 hour Graduate Management Admissions Test.

The test is intended to measure aptitude for graduate studies in management or business. The GMAT test, administered by Pearson Vue, a Minnesota based commercial electronic testing company, is recognized world-wide as an indicator for potential success in graduate studies. Two programs offered by the Levene School, the MBA International and the part-time MBA program, require GMAT scores of 500 or above.

The Levene Testing Centre has proved to be very popular and is currently offering weekly tests on Thursdays. We have just recently opened a second testing station as a service to our potential MBA students.

Individuals interested in writing the GMAT are encouraged to visit www.MBA.com to learn more, or to schedule a test.

Journal of Small Business and Entrepreneurship

The Faculty of Business Administration is the publisher of the Journal of Small Business and Entrepreneurship and has played this role since 2002. The Journal of Small Business and Entrepreneurship (JSBE) is the journal of the Canadian Council for Small Business and Entrepreneurship, an organization that was formed “to promote and advance the development of small business and entrepreneurship through research, education and training, networking and dissemination of scholarly and policy-oriented information” (www.ccsbe.org). Its members include academics, educators, representatives of small business support organizations, researchers, government officials, students of entrepreneurship, and policy makers.

The JSBE is a double blind reviewed scholarly journal dedicated to publishing outstanding studies that contribute to the understanding of entrepreneurship and small business management. Articles are published in both English and French. The editorship of this journal has been in the hands of members of the Faculty of Business Administration for the last 10 years, first Dr. Robert Anderson from 2002-2010 and then Dr. Jean-Marie Nkongolo-Bakenda from 2010 to the present.

In the last year, scholars from around the world submitted 174 manuscripts to Dr. Nkongolo-Bakenda to be assessed for publication in the journal. The review process identified thirty-two manuscripts that met the journal’s quality standards and these articles were published in four quarterly issues. The journal has more than 180 subscriptions from libraries located on six continents. Over the last five years, the JSBE has published papers by scholars from: USA (56), Canada (34), Germany (15), UK (11), France (8), African countries (8), Belgium (7), Malaysia (7), Sweden (6), China (5), India (4), Finland (4), New Zealand (3), Austria (3) and Colombia (3).

We are proud that the Faculty of Business Administration at the University of Regina has been able to successfully manage and enhance the reputation of this scholarly journal. Our association with the JSBE has allowed the Faculty and the University of Regina to become known in all institutions where the journal is read and by entrepreneurship researchers from all over the world.

The journal is about to undergo an important transition. The UK publisher, Taylor & Francis has shown an interest in taking over publication of this journal and we are currently in negotiations. As an established publisher of many academic journals, Taylor & Francis has the means to take JSBE to the next level, bringing economies of scope and scale to the journal. We are pleased that we have been able to get the journal to a place where a major publisher is interested in taking it on. Dr. Nkongolo-Bakenda will continue to act as Editor-in-chief under the new publisher.
Centre for Management Development

Established in 2005, the Centre for Management Development (CMD) operates within the Faculty of Business Administration under the direction of Bruce Anderson. The Centre is dedicated to promoting leading edge business practices that will enhance the professional development and growth of business leaders and their organizations.

An important aspect of the CMD’s mandate is to offer an extensive array of consulting services provided by students and faculty member teams. To increase students’ exposure to the business community, highly accomplished students play a role in consulting. Not only are students able to apply their knowledge to support enterprise development or enterprise growth, but businesses are given the opportunity to work with potential future employees. Faculty members are involved in supervising and supporting students on their projects.

In the past year the CMD has engaged in a variety of business advisory projects varying in size and scope. A large focus for the Centre included its work on the Public Service Commission’s (PSC) Corporate Mentorship Program. This project included the implementation of the PSC Youth Advisory Group’s mentorship initiative. The program aimed to create mentoring relationships between the senior level leaders within the public sector and its youth employees. It is currently in its pilot stage and has seen high involvement government wide.

The Centre is currently working with the University of Regina’s Leadership Team to complete an assessment of the University’s employee engagement. The survey has been administered and results will be gauged in a comparative method against the previous 2010 UR Engagement survey data. The project aims to ultimately support the University’s strategic initiative to become, and maintain itself as, an employer of choice.

Finally, the CMD has paired with numerous Saskatchewan organizations on a variety of market analysis projects. This work has been completed by senior level undergraduate and graduate students. Each project has its own set of unique objectives presenting the opportunity for students to become involved with a breadth of topics.

A second strategic area for the CMD is executive training. The CMD develops and delivers executive level training on leadership and on a variety of customized business topics. In this way the Centre is able to help clients grow their organization’s internal resources through specialized training seminars.

The CMD’s third strategic area is research & publication, focusing on research that supports practical business decision making. In accordance with this mandate, the CMD publishes the Small and Medium-Sized Enterprise & Entrepreneur Review (SMEE), a journal dedicated to publishing articles that are directly useful to practitioners. An exciting ensemble of academic articles has been gathered for the next issue which is set to publish this spring. The issue will feature the founder and former Chairman and CEO of Goldcorp Inc., Rob McEwen. Overall, the CMD has enjoyed a busy and successful year achieving its mandate within the Faculty of Business Administration.

UR Investing Program

Overview

The UR Investing program is a new and important part of the finance curriculum at the Paul J. Hill School of Business, University of Regina. The program features a learning-by-doing educational experience in which students manage real funds invested in the stock and bond markets under the guidance of faculty members and industry mentors.

History

UR Investing is the first student-managed fund launched in Saskatchewan. The program was initiated in early 2010 and actual investing started on April 4, 2011, after receiving official exemption from the Saskatchewan Financial Services Commission. The program has received substantial support from the University and the community. The University of Regina endowment fund provided over $200,000 as the investment principal to start the program.

Mr. Paul McLellan and Alliance Energy have donated $50,000 over five years to support the Program. In addition, CIBC Wood Gundy provides free trading and research services.

Current Progress

The UR Investing Program currently consists of twenty students, three faculty members and two industry practitioners. Students are grouped into the positions of Chief Investment Officer and Chief Compliance Officer, Fund Managers, and Research Associates, managing day-to-day operations, deciding on asset allocations and investment strategies, performing investment analysis, and regularly monitoring the portfolio. Faculty members and industry members sit on a board and investment committee, providing educational advice to students and approving the final buy/sell recommendations. The portfolio is fully invested on an active balanced fund basis and the asset mix includes Canadian equities and fixed income investments. The portfolio is currently outperforming its benchmark by about 2%.
ICBC Success!
Since 2008, teams from the Paul J. Hill School of Business have regularly participated in the Inter-Collegiate Business Competition (ICBC) held at Queens University, in Kingston, Ontario. Established in 1979, ICBC is the longest running and largest undergraduate business student case competition in Canada. Each year the competition attracts teams from approximately 40 business schools from Canada and around the world.

In this competition, teams from participating universities compete in up to seven disciplines (Accounting, Business Policy, Ethics, Finance, Human Resources, Marketing, and Management Information Systems). In the first round, each team (composed of either two or three students, depending on the discipline) submits a written case analysis. Based on the quality of these analyses, judges select the top six teams in each category to enter the final round.

After the first round, the Paul J. Hill School of Business was identified as one of the top six business schools in the competition, based on the combined performance of its teams on the written cases. Our teams made it to the final round in Business Policy (Kyle Derrick, Shannon Johnson and Andrew Polasek), Human Resources (Dayle Diekrager and Laura Poure) and Marketing (Jeremy Barber and Greg Moore), and were allowed to enter a Debate team (Shayne Barrie and Taylor Carson) on the basis of the first round top-six finish overall. This was a great showing – only 6 of the 38 participating universities made it to the finals in 4 or more categories!

The nine students along with a coach travelled to Kingston to attend the final round, held January 5th – 7th, 2012. During the competition, teams had five and one-half hours to prepare a case analysis and a 15-minute case presentation for the judges. As well as the judges and the teams, many top business professors and international practitioners, Queen’s students, and the general public attended the competition. Our 2012 results in the final round showed once again that our students are competitive with the top business schools in the country – the Human Resources team placed first and the Business Policy team placed second. All of the teams demonstrated professionalism, creativity and excellent problem-solving skills throughout the competition.

Thanks to coaches Sean Tucker and Tatiana Levit for working with the students in preparation for the competition, and a special thank you to Lisa Watson, who stepped in at the last minute to attend the final competition in Kingston as the coach. The teams are grateful for the sponsorship of Direct West and CMA Canada (Saskatchewan). We look forward to continued success from our students in next year’s competition.

JDC West take First Place!
JDC West is the largest student-run business case competition in Western Canada. This year’s three-day event, held in Edmonton, AB from January 13th – 15th, 2012, brought together over 600 business students from across Western Canada to compete in ten academic categories, a parliamentary style debate, and sport and social challenges. The University of Regina has been extremely successful at JDC West, placing top three for the past five years, finally taking the top award—“School of the Year”—this year, in Edmonton.

Our team of 50, under the leadership of Co-Captains Ally Pilkey and Kyle Gibson had a tremendous showing, winning the following awards:
1st place – School of the Year
1st place – Marketing
2nd place – Academic School of the Year
2nd place – Participation
2nd place – Management Information Systems
2nd place – Business Strategy
2nd place – Sport Competition
3rd place – Finance

In the Charity component, the team raised approximately $40,000 for Hope’s Home and did over 1,100 volunteer hours in the community. The majority of the monetary donations were raised during the annual Chillin’ for Charity event where students, faculty members, the Dean and local celebrities jumped into an icy pool of water on the F.W. Hill Mall in downtown Regina during the first week of November. Also, the team was fortunate enough to receive generous donations from the CEO Advisory Circle members with matching donations from Paul Hill.

The JDC West team acknowledges the immense support and guidance from faculty members, alumni coaches, and the business community, with a special thank you to Chris Street and Bruce Anderson, the Faculty Advisors for the JDC West Team. Also, they extend a sincere thank you to all of the sponsors and supporters of JDC West! They look forward to another successful result next year at JDC West 2013 in Vancouver.