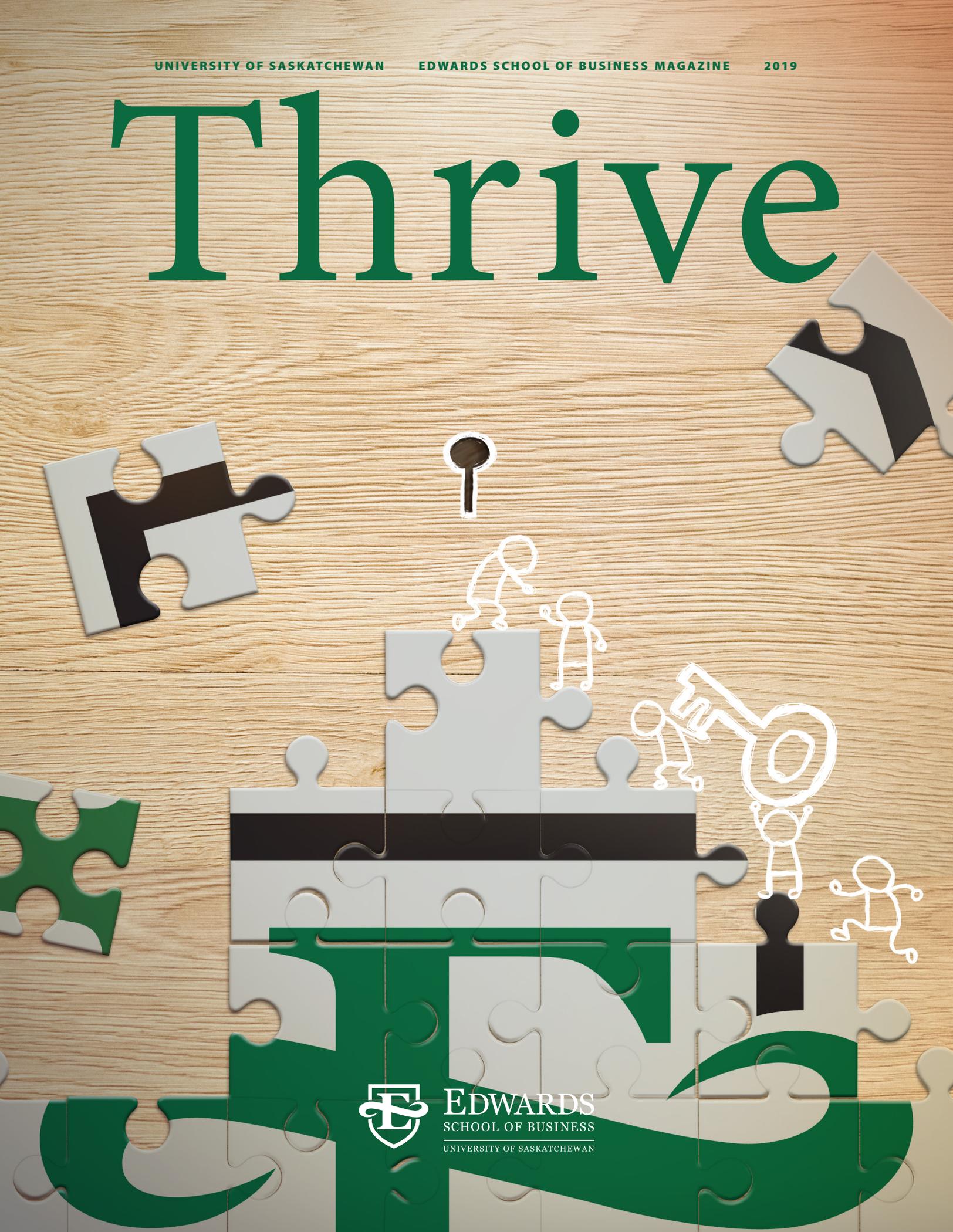


Thrive



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UNIVERSITY OF SASKATCHEWAN

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INTEGRITY • EXCELLENCE • RESPONSIBILITY

N. MURRAY EDWARDS

Alumnus, friend,
namesake

Mr. Edwards has had a long-standing relationship with the University of Saskatchewan's business school as a student, alumnus, and donor.

He believes strongly in the value of business education. Over the years, he has given back to his alma mater, so students today continue to receive an outstanding business education at the University of Saskatchewan.

In June 2000, when the Nutrien Centre addition opened, the N. Murray Edwards Case Room was unveiled. Faculty and students from across campus now use the case room, which has seating for 75 and smart technology capabilities.

Throughout his university years in Saskatoon, Mr. Edwards had a keen interest in investing. On October 3, 2002, he rang the official bell, and the N. Murray Edwards MarketWatch went live. This stock ticker board, installed on the main floor of the Nutrien Centre, underwent renovations in 2017 and still provides continuous stock and commodity information, bringing the business world to the halls of the business school. Faculty, staff and especially students benefit from the direct link to the investment industry.

On July 24, 2007, the University of Saskatchewan very proudly acknowledged Mr. Edwards' continued relationship with the business school by transforming the College of Commerce to the N. Murray Edwards School of Business. Mr. Edwards' investment in the business school allows us to gain recognition with our new brand and helps to position the business school as one of the top five in Canada.

At the university's Spring Convocation ceremony on June 2, 2011, Mr. Edwards was presented with an Honorary Doctorate of Laws degree, the highest honour the University of Saskatchewan can bestow.

Mr. Edwards continues to remain truly engaged in the activities of the business school, supporting the George S. Dembroski Student-Managed Portfolio Trust and acting as judge and keynote speaker at the 2013 National Mining Competition. He also gives his time and knowledge by serving on the Edwards School of Business Dean's Advisory Council and is a member of the Edwards Dean's Circle. The students, faculty, and staff of the Edwards School are grateful for Mr. Edwards' continued support. ▀



BIRTHPLACE
REGINA, SASKATCHEWAN

RESIDENCE
EUROPE

EDUCATION
BACHELOR OF COMMERCE
GREAT DISTINCTION
UNIVERSITY OF SASKATCHEWAN
BACHELOR OF LAWS
HONOURS
UNIVERSITY OF TORONTO

HONORARY DEGREES
LL.D. - UNIVERSITY OF SASKATCHEWAN
LL.D. - UNIVERSITY OF CALGARY
LL.D. - UNIVERSITY OF TORONTO

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• ENSIGN ENERGY SERVICES INC.
• MAGELLAN AEROSPACE CORPORATION

CHAIRMAN AND CO-OWNER:
• CALGARY FLAMES HOCKEY CLUB OF THE
NATIONAL HOCKEY LEAGUE

RECOGNITION
• MEMBER OF THE ORDER OF CANADA
• SASKATCHEWAN OIL PATCH HALL OF FAME
• INTERNATIONAL HORATIO ALGER AWARD
• COMPANION OF THE ORDER OF THE
CANADIAN BUSINESS HALL OF FAME

Thrive

(*thriv*) verb

1 to make steady progress; to prosper; be fortunate or successful.

2 to grow vigorously; flourish.

Strategic Director

Keith Willoughby

Editor-in-Chief

Natasha Katchuk

Creative Consultants

Vanessa Leon

Mikaila Ortynsky

Jacqueline Zabolotney

Designers

Malary Cloke

Brian Kachur

Contributors

Kaitlyn Dilsner, Federica Giannelli, Tim Gitzel, Natasha Katchuk, Joelena Leader, Mikaila Ortynsky, Travis Rotenburger, Jessica Stewart, Keith Willoughby

Photography

Natasha Katchuk

Stobbe Photo

Dawn Stranden Photography

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Edwards School of Business

25 Campus Drive

Saskatoon, SK Canada

S7N 5A7

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Mister Print / Printwest

2720 Millar Avenue

Saskatoon, SK S7K 4J4

Advertising sales

thrive@edwards.usask.ca

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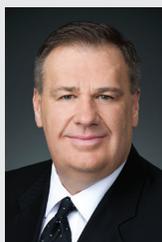
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THE DEAN'S ADVISORY COUNCIL

The DAC is comprised of business and community leaders from across Canada, and we are extremely fortunate to be able to engage their wisdom and experience. On a yearly basis, they provide advice and guidance on our strategic direction, and help increase our connectivity with alumni and friends.



Keith Willoughby
Dean and Chair of the DAC
Edwards School of Business



Murray Edwards
Executive Chairman
Canadian Natural Resources Limited



Shelley Brown
Retired Partner
Deloitte LLP



Wayne Brownlee
Former Executive VP and CFO
Nutrien



James Estey
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Retired Chairman
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Kimball Capital Corp.



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CEO
Rawlco Radio Ltd.



Tracy Robinson
Executive Vice-President, Canadian
Natural Gas Pipelines
TransCanada Corporation



Marvin Romanow
Retired CEO
Nexen
Edwards Executive in Residence



Karen Stewart
Founder and CEO
Fairway Divorce Solutions



W. Brett Wilson
Chairman
Prairie Merchant Corp



Greg Yuel
President and CEO
PIC Investment Group

DEAN'S MESSAGE



Photography: David Stobbe

Third-year students and alumni received their Edwards School of Business pin symbolizing their admission into the Edwards Network at the second-annual pinning ceremony earlier this fall.

Welcome to the 11th edition of *Thrive*, our annual magazine for connecting students, alumni, staff, faculty and friends of the Edwards School of Business! We trust that the stories, images and perspectives captured in this edition will enlighten, inspire and impress.

Frequently, I have used the phrase: "Gone are the days of the lone genius". To me, this means that we cannot simply rely on individual intellect and experience to pursue a path to prominence. We require collective wisdom so that we can achieve our highest potential. Students learn from industry professionals and faculty experts. Armed with an idea, entrepreneurs launch businesses by nimbly navigating a network of associates. Staff acquire training from colleagues, faculty are educated by academic supervisors, proteges are coached by mentors, new students are enriched through connection with upper-year friends, and so on. Sustained success is synergistic in nature.

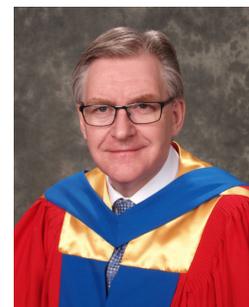
Collaboration is at the core of all that we do. It represents the actions of working together to cultivate or create products, services and ideas. Absent collaboration, we

would face the future through depending on individual merits and talent. Don't get me wrong—each of us is talented. Separately, we can accomplish much—but collaboration permits us to do more.

Collaboration is different than simply cooperating or being "on the same page." The concept of collaboration allows groups to break down silos and enhance communication. By encapsulating a true teamwork mentality, we create a virtuous cycle that enriches, uplifts and strengthens. Recently, the Edwards School of Business adopted a brand and tagline that featured the word 'together'. This truly signifies the concept and promise of collaboration.

Allow me to highlight four items (of many) that definitely demonstrate Edwards collaboration.

Last February, two Edwards students



Highlights in Edwards this past year...

(Jordan Sinclair and Brock Andony) captured first place at the Go B2B Marketing Challenge Case Competition. Their collaborative business solution (consisting of a marketing and sales strategy) competed within a field of ten finalists.

The Volunteer Tax Prep program received a Certificate of Appreciation for its participation in the Community Volunteer Income Tax Program. Now in its 31st year of providing services, 73 students filed over 500 tax returns alongside 45 CPA volunteers. Together, the students, CPAs and faculty volunteered nearly 700 hours on behalf of our citizens.

An esteemed contingent of five undergraduate Edwards students (Ryssa Alarcon, Karli Muench, Carlee Snow, Morgan Kalk, and Maddison Sutor) entered the SaskRush University Marketing Challenge. The team was assigned to market a Saskatchewan Rush game through social media, direct marketing, sponsorship/partnership and commercial advertisements. These stellar students garnered top prize for their marketing efforts.

We held our second annual pinning ceremony earlier this fall (pictured left). Third-year students and alumni pledged to uphold the Edwards School of Business values and high standards, act with integrity and safeguard the interests of shareholders, co-workers, customers, and society. This excellent embodiment of collaboration connects our past, present and future.

These are but a few of the many instances in which Edwards displays who we are through what we do.

Famed author Helen Keller—who collaborated with others on her path to overcoming challenges—once remarked, "Alone we can do so little; together we can do so much."

I invite you to peruse the pages of this edition of *Thrive*. I am confident you will find amazing stories and accounts of collaboration in action. ▾

Keith Willoughby
Dean, Edwards School of Business



Huskies student-athlete Courtney Hufsmith celebrated her bronze medal in the 1,500 metres at the World University Games last month. (Photo: Mathieu Belanger)



Alumnus Jack Neumann (B.Comm. '69) explored how skills learned on the field translate to business at the inaugural Breakfast of Commerce Champions earlier this fall. Neumann is recognized as a trailblazer in Canadian university athletics and a champion of the sports information profession (SID).



Third-year Edwards students won \$20,000 in the Go B2B Marketing Challenge in partnership with Western Economic Diversification. L-R: Brock Andony and Jordan Sinclair



Five undergraduate Edwards students (Ryssa Alarcon, Karli Muench, Carlee Snow, Morgan Kalk, and Maddison Sutor) entered the SaskRush University Marketing Challenge and won \$5,000 cash for their marketing efforts.

For more highlights, see page 52.

EDWARDS AT A GLANCE

2018-19 ACADEMIC YEAR

2,332 TOTAL STUDENTS

PLUS 100'S IN CERTIFICATE AND EXECUTIVE EDUCATION PROGRAMS



27,657 TOTAL ALUMNI * as of Oct. 2019

EDWARDS HAS GRANTED MORE THAN 27,000 DEGREES AND CERTIFICATES

17,113 B.COMM.
1,211 MPACC
1,460 MBA
150 MASTER OF SCIENCE & DOCTOR OF PHILOSOPHY
7,723 CERTIFICATES



DISCIPLINARY RESEARCH AREAS

- ACCOUNTING
- FINANCE
- MANAGEMENT SCIENCE
- HUMAN RESOURCES AND ORGANIZATIONAL BEHAVIOR
- MARKETING
- MANAGEMENT

B.COMM. EMPLOYMENT RATE



B.COMM. EMPLOYMENT RATE

92.9%*

(76% RESPONSE RATE)



CO-OP EMPLOYMENT RATE

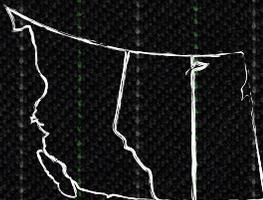
98.6%*

(95% RESPONSE RATE)

* of those looking for work

WHERE OUR GRADUATES LIVE

*based on valid addresses in the university database as of Oct. 2019



SASKATOON: 7,321
REGINA: 1,030
REST OF SK: 3,221
ALBERTA: 3,633
BC: 1,348



REST OF CANADA: 1,263



USA/INTL: 573



SCHOLARSHIPS

\$1,350,000
UNDERGRADUATE

\$570,000
GRADUATE



Trevor Zentner and Reis Mysko (pictured above L-R) are two of the students who have helped manage the fund throughout their time in the Dembroski investment courses.

Edwards' student-managed fund tops \$2-million

The George S. Dembroski Student Managed Portfolio Trust (Dembroski SMPT), the investment portfolio run by Edwards students at the University of Saskatchewan (USask), has topped the \$2-million mark.

The trust, overseen by a board of trustees that includes investment professionals, finance faculty and students, was valued at \$2.034 million on March 1, 2019.

"As a board member, one of the most rewarding things is the terrific performance of these funds managed by students with the assistance of their professors and instructors," said Scott McCreath, Senior Investment Advisor with BMO Nesbitt Burns and the Edwards Executive in Residence. "The power of this class and the results to date are a feather in the cap of Edwards. As time progresses it will continue to attract outstanding students and new donors."

Since its inception, the Dembroski SMPT has delivered exceptional returns considered comparable with those of top professional managers. The current value is in part thanks to the excellent performance of USask finance students and from continued investment from donors. Donations, which are tax deductible, have totaled \$1,258,998 to date. ♥



Photography: David Stobbe

Edwards celebrates honorary degree recipient

During the university's 2019 Spring Convocation Ceremonies Tim Hearn was presented with an Honorary Doctorate of Law degree, the highest honor USask can bestow.

Tim Hearn grew up in Regina, and received a bachelor's degree in science at the University of Manitoba. He began his career with Imperial Oil as a marketing representative in North Battleford, Sask., and took on positions of increasing responsibility in the company, including close to a decade managing international business ventures associated with Imperial Oil and its parent company Exxon Mobil.

He capped his 40-year career at Imperial Oil with a term as chair and chief executive officer from 2002 to 2008. During that time, he oversaw the move of the company's head office from Toronto to Calgary. Hearn's profile in the oil and gas industry was acknowledged with his induction into the Saskatchewan Oil Patch Hall of Fame in 2011.

Hearn has used not only his personal resources but his skills to support a range of public causes. One cause that benefited from Hearn's support was the Calgary Campaign to End Homelessness. As chair and board member of the Calgary Homeless Foundation, he worked to build non-profit networks and to secure financial support for the campaign. ♥

A woman with long, wavy brown hair and glasses, wearing a grey blazer over a black top, is speaking at a conference table. She is gesturing with her hands. Other people are seated around the table, some with nameplates. The background is a bright, modern office or conference room with large windows and a green wall.

A new lead facilitator welcomes in the next decade of womentorship

 JESSICA STEWART

For ten years, the Betty-Ann Heggie Womentorship program has helped hundreds of USask alumnae find personal and professional fulfillment while helping Saskatchewan companies keep women actively engaged.

And at this milestone, the program comes full circle, welcoming back the first liaison between the program and Edwards, as new lead facilitator: Rachelle Brockman.

“I feel immense gratitude to be involved once again,” said Brockman, principal of Eureka Experience, award-winning educator, passionate artist, and enthusiastic entrepreneur. “My heart is in it, and always has been.”

She remembers back in 2008 when Heggie approached the College of Commerce. “Betty-Ann was looking for a home for her vision. Grant Isaac, the dean at that time, thought of me right away, and I said yes,” she explained. “I always say yes to interesting and creative things. It was a cool experiment and brand new at that time. I don’t think anything like that had ever been done before.”

Brockman’s own first mentor was her mother, not only for “regular mom things, which she was amazing at,” Brockman laughed, but explained that her mother was also an entrepreneur and had a hair salon in their home. “When I was a child, I’d get up, have my breakfast and go hang out in the salon. When I think about it now, it was like a movie: visiting with the ladies; my mom letting me help. I learned so many things in that hair salon.”

Brockman said her mom taught her about interpersonal and client relations, money management, and work-life balance.

She added that today, she looks at her life through a medicine-wheel type of model and makes sure she pays attention to the



Photography: David Stobbe

mental, physical, emotional, and spiritual areas of her life. "I have mentors in each area, and lots in between," Brockman said.

The [Betty-Ann Heggie Womentorship Program](#) is based on research out of the McKinsey Global Institute that identified how talented women can thrive through presence, belonging, and resilience. "Personal confidence is synonymous in the business world with being a leader," said Heggie, award-winning speaker, author, and philanthropist. "Mentorship tied together with women supporting women is important in navigating the system."

The program aims to create an environment where women support each other and grow together by partnering protégés with womentors who have 15 years or more experience.

Heggie plans to transition to more of an advisory role ten years in and sees the program gaining momentum. "We need growth to continue moving forward," she said. "I see the Womentorship Program becoming a nucleus for networking and interaction among a diverse set of protégés and womentors."

Brockman shares Heggie's vision, but her approach to growth isn't to start with a detailed plan. "I see an unlimited possibility of the future based on listening, learning, and responding to the hopes and aspirations of the participants," she said. "The goal isn't to have a big plan. It's to listen and to respond creatively."

Brockman said this means asking questions. "What's happening for women? What's happening for men? What's happening for us? What's happening in our world?" she said. "Inclusivity is the undercurrent of it all."

She said whether you're considering becoming a protégé or a mentor, you'll benefit from an efficient program that will provide professional and personal growth, new and exciting relationships, and community, as well as strategy and passion for navigating the many stages of life.

The Edwards School of Business gives sincere thanks to Betty-Ann Heggie for her generous financial support, guidance, and enthusiasm in making the program a success. ♥

Honouring

a sensei

The student and Sensei walked side-by-side in the morning sunlight. Silence hung between them. The Sensei suddenly stopped and turned to the student. "Raise your hands like this," he said quietly, demonstrating the technique. The student complied, raising his arms and sinking into a low stance. As minutes passed, tension built up in the student's muscles.

"This is not comfortable," the student thought.

At that moment, the Sensei joined him in the stance, sinking even deeper. The student was encouraged by the Sensei's willingness to join him.

More minutes passed and the student felt more discomfort.

"Why do I have to do this?" the student thought.

As if reading his mind, the Sensei responded, "We learn to overcome our own mind by standing still. This teaches you how to be peaceful in life."

The student suddenly felt calm in this understanding. More minutes passed....

—Excerpt from Vince Bruni-Bossio's teaching philosophy

Vince Bruni-Bossio receives Master Teacher Award

JESSICA STEWART



Photography: David Stobbe

He is an inspiring innovator in the field of experiential learning and a sensei of martial arts. Now, Vince Bruni-Bossio is also a Master Teacher Award winner at USask.

Now in his ninth year of teaching at USask, the associate professor in the Department of Management and Marketing at the Edwards School of Business, and director of the Edwards Experiential Learning Initiative, was honoured at 2019 Spring Convocation with the Master Teacher Award, the university's highest level of recognition for teaching excellence.

The Master Teacher Award honours two USask faculty members each year who make outstanding contributions to teaching through a vibrant learning environment, positivity, professional growth, and leadership.

Bruni-Bossio said that his teaching style is heavily influenced by his martial arts training. He's been training and studying the philosophies of a range of martial arts, including Chi Kung, Tai Chi, Wing Chun, YiQuan, and Aikido for 25 years, as well as teaching for 15 years. To elevate the learning experience in his classrooms in Edwards, Bruni-Bossio ensures that his students understand the reasons behind

exercises and assignments, creates real-life learning contexts, and walks together with students as they learn.

Understanding the why

"In my martial arts training, my sensei explained that learning the principles behind the various forms and techniques is far more important than mastering the technique itself," Bruni-Bossio said. "My intention is always to help students develop a clear vision of why they're being asked to learn or do something."

Bruni-Bossio explained that the why might include learning basic principles for approaching problems, like listening before arriving at a conclusion, or seeing a problem from multiple perspectives.

"Imparting these principles is not always easy and requires self-reflection," he said. "In my martial arts training, I would talk with my sensei afterward about what had occurred during practice. I try to create a similar space with my students."

Real-life learning

Bruni-Bossio said his martial arts training, coupled with his extensive work as a consultant, have honed his skills for navigating highly intense situations, keeping him focused and alert. He doesn't believe the classroom is separate from the real world, but rather represents an important preparation ground.

"In my teaching, I create a practice space similar to a martial arts dojo where students can demonstrate their abilities with the understanding that failure is part of the process," said Bruni-Bossio, who earned his Master of Business Administration at Edwards in 2010 and received the Provost's Outstanding New Teacher Award at USask in 2016. "Students aren't just learning skills, but also developing their confidence."

Walking together

"In my experience, the most difficult part of learning is starting the process," Bruni-Bossio said.

He noted that in the Japanese martial art of Aikido, the process of Irimi is the understanding that one must enter into

a mindset to deal with an opponent or situation.

"To help students overcome the discomfort of entering a new process, I strive to help them start with confidence," Bruni-Bossio said. "My goal is to walk with students through their concerns, with the learning process being driven by their questions."

That also helps students become comfortable with not knowing all the answers.

"I want to empower students with the knowledge that they may not have all the answers but they do know how to find them," he said.

This type of apprenticeship learning comes directly from his experience with martial arts, both being a martial arts teacher, and from his own sensei, Bruni-Bossio explained.

"Sensei literally means a person born before another or, as my sensei explained, the one who walked before," he said. "It reflects the idea that the teacher has experienced the same learning process and therefore can be trusted to lead the way." ♥

"In my teaching, I create a practice space similar to a martial arts dojo where students can demonstrate their abilities with the understanding that failure is part of the process."

VINCE BRUNI-BOSSIO

5 PEOPLE JOBS



What can you do with a business education?

Five outstanding Edwards graduates tell us what they love about their jobs.

MICHAEL BRENNAN

**PRESIDENT AND CEO
GREAT WESTERN BREWING COMPANY
LTD., GWBC.CA
B.COMM. '94**

Every day I talk to people who love Original 16 and Great Western beer as much as I do. Consumer tastes are constantly evolving, and a large part of my day is learning how to adapt our products and sales strategies. From modernizing the production line in our Saskatoon facility to meeting with retail customers, I rely heavily on both my accounting and marketing background learned at the UofS and my years of experience working in the alcohol beverage sector. Who knew Management 444 and the beer sales game would become so relevant!

DAVID LEPAGE

**DEAL AND SPEND COMPLIANCE
YOUTUBE, YOUTUBE.COM
B.COMM. '11, MPACC '13**

There is never a dull moment at YouTube! I've always been excited about entertainment, and music in particular, so it's really cool to get the opportunity to work on something I'm passionate about every day. Working with the different teams across YouTube is awesome; it's like having a front row seat to how YouTube's business functions. My time at Edwards helped me build the technical, strategic and analytical skills to know what's important, as well as the communication skills to present those ideas effectively.

Photography: David Stobbe



JORDAN DUTCHAK

EXECUTIVE DIRECTOR
CO.LABS, CO-LABS.CA
B.COMM. '16

My Edwards degree exposed me to the fundamentals of building a successful business: financials, marketing, human resources, and operations. These core concepts were the foundation of how I was able to build the model for Co.Labs and in turn, help early-stage founders of technology startups build and scale their ventures. I have been very fortunate to be at 'basecamp' with founders as they begin their journey, growing their ideas into multi-million-dollar technology companies. I get to come to work every day with 30+ CEOs and their teams and find ways to help them; I cannot think of a better job.

$$PV = FV(1+r)^t$$



CINDY LOWE

BUSINESS TEACHER
SWIFT CURRENT COMPREHENSIVE HIGH
SCHOOL
B.COMM. '96

Selling investments appealed to my love of economics and the thrill of the stock market. I quickly realized that my customers didn't always understand finance and I often ended up teaching them. That's when I decided to shift careers and become a teacher, which has been the best decision of my life! I have since taught Finance and Accounting at the college and high school levels and participated in provincial business competitions across Western Canada. Teaching Finance to our kids is so fulfilling as I can share my passion for financial literacy and help set them up for success.



ALLISON MCMILLAN, CPA, CA

VP FINANCE
7SHIFTS, 7SHIFTS.COM
B.COMM. '06, MPACC '08

Working in a tech start-up has been a thrilling journey! In 4 short years, 7shifts has grown from 3 to over 140 employees. When you think of tech startups, Silicon Valley may come to mind, but 7shifts is proof that an innovative and fast-growing tech company can be built right here in Saskatchewan. Our products help over 300,000 restaurant professionals by providing them with tools to simplify scheduling and communication. As VP of Finance, I use everything I learned through my Commerce degree, MPAcc and CPA, CA, to grow our business, manage multiple departments, and solve challenging problems on a daily basis.



ALUMNI: MELINDA RICHTER

The road less traveled

Edwards alumna creates life science incubator with the express intent of removing barriers for entrepreneurs around the world.

Photography: David Stobbe

NATASHA KATCHUK

Edwards alumna Melinda Richter (B.Comm.'92) fast-tracked her career at Nortel Networks through Calgary, Toronto, Raleigh, NC, and London, England, to Beijing. She would be relocating from Beijing for a new posting soon but had one last educational retreat to attend. It involved a trek through the woods to the International Beijing University.

Richter had no idea what the ripple effect of attending that retreat would be in the trajectory of her life and career.

Within 24 hours of arriving, Richter was in an international health clinic due to a bug bite. Her doctors broke the news that there was nothing more than they could do for her.

"It was ironic. Here I was, working with the leading telecoms company. We were trying to figure out how to order a soda from the vending machine with my cell phone, and yet they couldn't take a blood test to figure out what I had," said Richter. "At that moment, I vowed if I had the chance to stay on this planet, I would try to make a difference in healthcare."

Bringing an idea to life

Disrupting innovation in the healthcare industry would be no small feat. It takes on average, 8-12 years, and billions of dollars to get a drug to market explained Richter.

"I wasn't a scientist, but I was a good business person," said Richter. "I knew there was a problem we needed to solve. We needed to make it faster, cheaper, and easier to start a life science company."

In the meantime, Richter started on the road to recovery and went onto complete an MBA at INSEAD. Together with her experience from Nortel, Richter went out on her own and established Prescience International in San Francisco in 2002.

Prescience International offered big company infrastructure from a time and scale perspective to early-stage life science entrepreneurs. Richter raised \$6 million in grant financing and opened a 36,594 square foot facility.

Half the space in the incubator was an intentional common community space filled with millions of dollars of equipment. It removed a barrier of access for the entrepreneurs; they didn't need to raise a round of financing, and the space fostered research collaborations among the participants. The other half of the space was comprised of individual wet labs, dry labs, and office modules where you could rent an area as small as a five-foot bench to start your company.

"Within the first five years, the companies raised about a billion dollars," said Richter. "More importantly than that, the companies were able to do in 8 months what have taken them four years to do before."

The statistics spoke for themselves, but there was still more work to be done.

"Had we changed the scale of the healthcare innovation model? Not even close," reflected Richter. "To do that, we would have to expand."

Collaborating to accelerate growth

Richter then partnered with Johnson and Johnson in San Diego. Their collaboration resulted in the concept for JLABS, model 2.0. There are now 13 locations across the globe, including the newly announced Washington, DC site, in addition to centers in Belgium and Shanghai.

Today, the vision is to embed JLABS in innovation ecosystems around the world with the express intent of removing barriers for entrepreneurs.

According to Richter, collaboration has been a critical component in the success of JLABS.

"Every ecosystem we go into, we partner with someone," explained Richter. "I want our JLABS to be their JLABS, the community's JLABS."

In Shanghai, JLABS collaborated with the Shanghai Municipal Government, the Pudong New Area government and the Shanghai Pharma Engine Company, Ltd. In Washington, DC, partners include the Children's National Hospital and the Biomedical Advanced Research and Development Authority (BARDA). In Toronto, JLABS partnered with the University of Toronto, MaRS innovation group, the MaRS Discovery District, and the Government of Ontario.

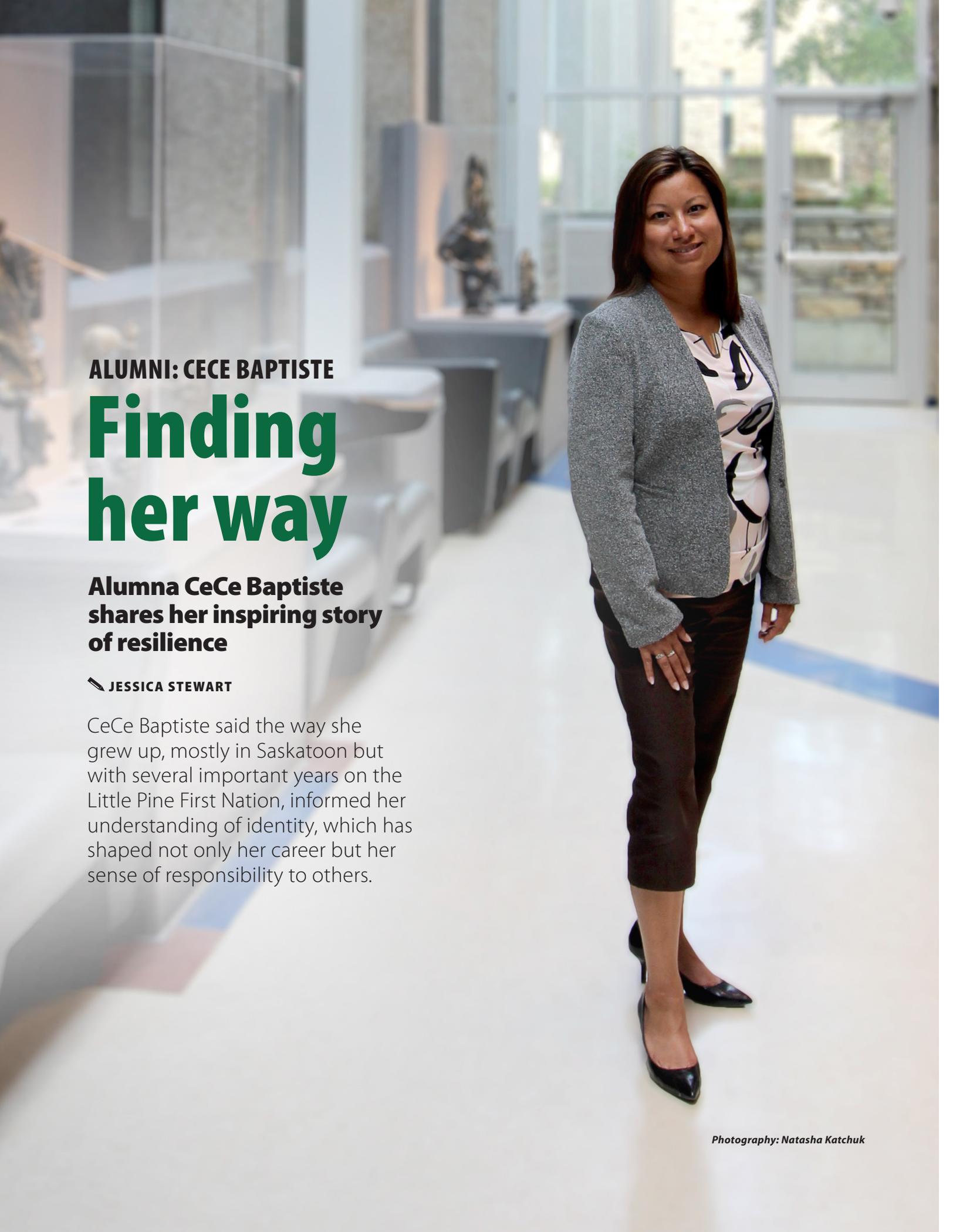
Leading authentically

When it comes to the evolution of her leadership journey, Richter credits her success to understanding organizational behavior and people.

"Part of the reason why JLABS has been so successful in such a short time has to do with understanding people," said Richter. "I believe in having a culture of authenticity. I think that's a big change I've recognized in my leadership style. It is important to set people up for success and to enable all of your stakeholders to show up as their best selves."

And for the next generation of global leaders, Richter advises harnessing the grit and determination that Saskatchewan people are known for.

"You will go around the world and realize the world is very small and that you can be a leader in it," said Richter. "If you come in with a can-do attitude, you can do anything you set out to do. Think big, start small, and stay humble." ♥



ALUMNI: CECE BAPTISTE

Finding her way

**Alumna CeCe Baptiste
shares her inspiring story
of resilience**

 **JESSICA STEWART**

CeCe Baptiste said the way she grew up, mostly in Saskatoon but with several important years on the Little Pine First Nation, informed her understanding of identity, which has shaped not only her career but her sense of responsibility to others.

Photography: Natasha Katchuk

“I feel as business leaders we have the responsibility to meet Indigenous communities in the middle and identify those initiatives that will achieve the goals of both sides because that’s when beautiful things happen.”

CECE BAPTISTE

“In the city, I didn’t feel connected to my culture, my language, my family, or my community,” Baptiste said. “Going home for a few years from grade nine to eleven helped me reconnect with who I was and feel proud to be Cree.”

Although Baptiste’s goal of a university education had been instilled in her at a young age with her mother holding three degrees and father also attending university, she found herself up against barrier after barrier.

At age 15, she was living on her own, going to high school and working to support herself with difficulties getting help from social services. Baptiste explained, “No one believed I just needed help to finish high school. They believed I would be a drain on the system.”

She also needed someone to advocate for her to get into the Adult 12 program at SIAST because neither the regular school system nor Adult 12 could accept her based on their admission requirements. “I hadn’t been out of school long enough to be accepted into Adult 12. They actually told me if I was pregnant, they could accept me,” Baptiste said. “It’s so easy to see how people fall through the cracks.”

Baptiste then had an additional barrier because she was denied university funding from her reserve at first. “My grade 12 transcript said Adult 12 even though it was a regular curriculum,” she explained.

“Education was always the goal. I knew I was smart. It was just how to get there.”

Baptiste wanted to study commerce at university as well as be true to her Indigenous background. She first received her Certificate in Indigenous Business Administration (CIBA) at the First Nations University of Canada. “The program was so successful in facilitating Indigenous business students through the education program,” she said. “When I reflect on my career, that cohort was a strong facilitator in pulling me into being a community leader.”

With CIBA, Baptiste was able to enter Edwards in third year and chose a double major in finance and economics. She received her B.Comm. in 2004, and went on to obtain a professional accounting designation.

As she started her career, Baptiste said she had trouble knowing how much of her authentic self to bring to the workplace. “It was a struggle at first,” she said. “And I don’t think that’s uncommon for many people graduating university and starting their career—a

reality faced by both Indigenous and non-Indigenous people.”

While a financial analyst at the Saskatchewan Research Council, Baptiste said she learned to own who she was as an Indigenous person through having conversations. “My approach has been to say ‘ask me any question. I may not know the answer, but I can provide resources, or we can go to a talk together. Don’t worry about offending me because I’m providing that safe space to ask questions.”

She said it became the norm to have these conversations, and soon she started asking the vice-president about starting a formal Indigenous mentorship program. After a few years, the vice-president agreed. And the Aboriginal Mentorship Program began to take shape. “I started a conversation, and it turned into a program that affected the lives of students. I would never have thought I could have an impact like that.”

Baptiste said another of her career milestones was working as the strategic planning advisor at the University of Saskatchewan. “There was great leadership that listened when I said there needs to be an Indigenous component to the strategic plan,” she said. “I identified the people who had the strengths to join the conversation, but the Indigenous staff had been waiting all along to join in. I enjoyed my role in bringing those pieces together, but there’s been great Indigenous leadership at the university for a long time.”

Now Baptiste is the acting vice president of finance at SIIT. “One of the programs at SIIT is very similar to the CIBA program I did and has a strong impact for Indigenous folks.”

Baptiste said her philosophy has been to work hard to achieve her goals and then turn to help others. “I didn’t get here on my own. I had help,” Baptiste said. “And when I have extra time, I turn to the community and say ‘ok, what can I do to help the vulnerable populations, raising voices or maybe through financial support?’ I’m always happy to do so and feel it’s my responsibility,” she said. “I always think of the little girl that was me struggling. I’m giving a voice to the struggles that I was experiencing that someone else is experiencing right now.”

“I feel as business leaders we have the responsibility to meet Indigenous communities in the middle and identify those initiatives that will achieve the goals of both sides because that’s when beautiful things happen.” ♥

ALUMNI: STEPHANIE PANKIW

Real women, better ads



Photography: David Stobbe



FEDERICA GIANNELLI

Marketing master's student Stephanie Pankiw has been working with Regina-based jewelry company Hillberg & Berk on how to include more effective positive, feminist messages in their advertising as part of the company's mission to empower women through jewelry "one sparkle at a time."

By interviewing 20 women who buy jewelry regularly, Pankiw asked what kind of ads they wanted to see and how the company could better communicate this.

"Women in my study want to see themselves represented in jewelry ads," said Pankiw. "They want to see women from different ethnicities and body types, from a variety of ages and in professional settings. Definitely something different from what you see traditionally in most jewelry ads."

While Hillberg & Berk has already included diversity with a campaign featuring Indigenous models, Pankiw found that jewelry brands show mostly young, thin, able-bodied and highly attractive white models in their ads. In the past year, she analyzed about 200 magazine ads from major brands such as Tiffany, Cartier, Gucci, and Rolex. Less than three per cent of these ads used non-traditional models.

"Hillberg & Berk is already committed to women's empowerment," said Barbara Phillips, Pankiw's supervisor. "The company devotes part of customers' purchases toward community programs for women's education and training, and they want to convey their social commitment better in their ads."

This concept is not new. Companies try to include activities designed to have a positive impact on society into their product advertising—it's called corporate social responsibility (CSR) messaging.

"We believe that if luxury brands and, in general, companies understand the impact

of CSR activities on consumers' view of their businesses, and know how to communicate these activities correctly, businesses may be more likely to engage in CSR activities that benefit society," said Phillips.

The team found that some women were skeptical or just indifferent in general about companies trying to include CSR messaging in their ads. They were shown some samples from traditional jewelry advertising.

"They had a prejudice that this kind of advertising would be used as a politically correct move," said Pankiw. "Others were just not interested in seeing empowering messages. They just wanted to buy the jewelry."

But this changed when Pankiw showed the women a mock ad that combined an uplifting CSR slogan crafted by her, with a Hillberg & Berk photo of an Indigenous model. The women made a positive inference about the company's commitment to inspiring women, and made a connection about how the company cared both about the quality of their products and their commitment to women's empowerment.

Pankiw's research also recommends strategies for including positive CSR messaging into advertising. This may include designing jewelry for devoting part of the revenue to causes such as breast cancer or funding women's educational programs.

Funding for the partnership came from Mitacs' research internship program, which connects companies with researchers to solve business challenges. Mitacs is a national, not-for-profit organization that fosters growth and innovation.

"Mitacs is very beneficial for research because it can help us connect with businesses and solve practical problems," said Phillips.

Pankiw and Phillips presented their findings on May 7th to the company, and later at the Mitacs Research Showcase to introduce Members of the Legislative Assembly to some of the most innovative research projects, researchers, interns and industry partners supported by Mitacs. ♥

This article first ran as part of the 2019 Young Innovators series, an initiative of the USask Research Profile and Impact office in partnership with the Saskatoon StarPhoenix.



EXPERT: TIM GITZEL

Disruption at Cameco

Disruption has become a hot topic in the business world as of late. It impacts the economies in which our graduates work and the society in which we live. By introducing uncertainty, it also influences our decision-making. *Thrive* asked Tim Gitzel to author an opinion piece for our readers.

Tim Gitzel is the President and Chief Executive Officer of Cameco and a University of Saskatchewan alumnus. He serves on the advisory council of the Edwards School of Business and the University of Saskatchewan College of Law and is based in Saskatoon.

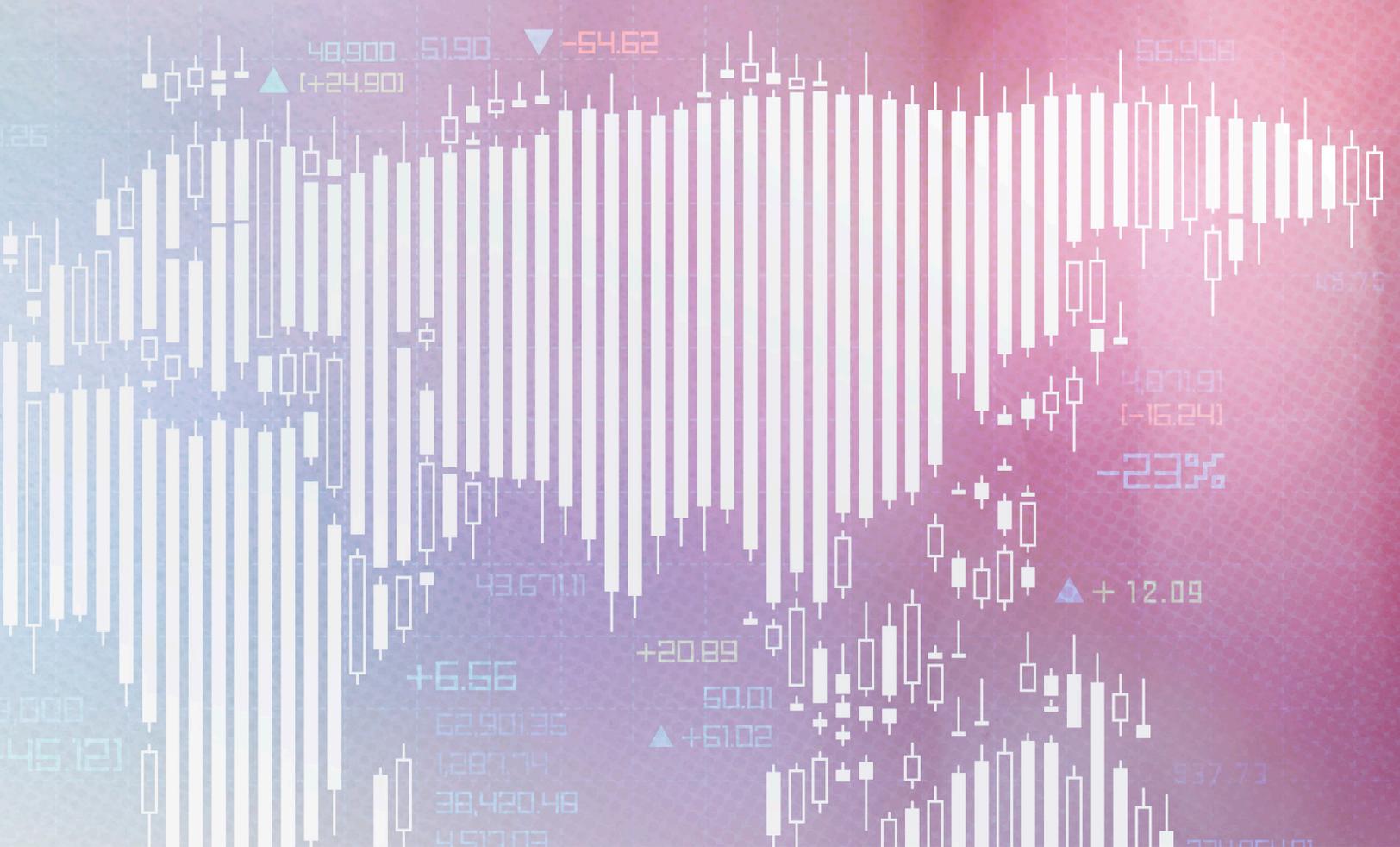
I'll always remember March 10, 2011.

I was sitting in the Cameco board room with our senior management team, talking about what shape our strategy should take in a booming nuclear energy market.

Cameco intended to double its uranium production in order to meet the increasing demand coming from across the globe. We had capital expenditure plans of over a billion dollars per year over a five-year window. Quite frankly, we didn't know if there would be enough uranium to meet the demand we were seeing in the future.

The very next day, March 11, I remember our CFO Grant Isaac coming into my office to ask whether I had heard – there had been a 9.3 magnitude earthquake off the coast of Japan that triggered a 45-foot tsunami and wiped out 20,000 people and miles and miles of infrastructure in a matter of hours. It was incredibly tragic.

In the path of the wave was a nuclear plant called Fukushima Daiichi. Cut off from its power, the core of one of the reactors melted a bit. Nobody was killed at the plant, but the event caused great consternation. Within months, Japan shut down its 54 reactors, Germany shut down eight and other countries shuttered their expansion plans.



So almost overnight, our market disappeared. The price of uranium on March 10, 2011, was \$75 per pound. As of the end of October in 2019, it's around \$25.

There's no playbook in business school for how to deal with a situation like this. Pretty much everything you can imagine took a hit—morale, finances, our reputation—and Cameco had to take some strong medicine.

I remember calling the Premier on April 26, 2016, and telling him that we were shutting down our Rabbit Lake mine. I flew up there, gathered 500 people in the gym and told them they no longer had a job.

But that wasn't enough. We felt we had to show more leadership in the industry, so we temporarily shut down the best mining facilities in the world at McArthur River/Key Lake. Obviously this makes no sense – usually, it's the higher cost production that comes off first, leaving the low-cost production, but we have no choice.

You see, Cameco operates in a world where the playing field isn't level because the other top uranium producers are state-owned enterprises. We have an obligation to make a return for our shareholders. They don't. And when you're in competition with state-owned entities, it becomes complicated. Rational economic theory doesn't apply.

The medicine we took put a lot of hurt on the province and our people. They were the hardest decisions we've had to make as a company, but we tried to be as fair and compassionate as we could.

Externally, we also had two very challenging situations playing out with our CRA tax litigation and TEPCO, one of our biggest customers, trying to cancel a long-term contract worth \$700 million (US).

This was life at Cameco over the past eight-and-a-half years. It hasn't been easy, but that is the nature of the commodities business and we are in it for the long haul. All you can do is look at your organization, make the changes you need to survive and keep working through it.

The good news is that Cameco has seen this movie before, a couple times. We now see the market starting to come back and there are a lot of things going in our favour.

One of the biggest is the concern over climate change, a global issue that we've seen gathering substantial momentum over the last year or so. When we talk to countries relying on oil, gas and coal, they tell us that clean air options are what they need. They need more electricity and they know that windmills and solar can't do it all.

So we're seeing the nuclear industry having a bit of a rebirth. There are about 50 reactors being built worldwide with countries like China and India leading the way, and the demand for clean, reliable, baseload power isn't going away.

We've been able to weather the storm because we live by the code, "Tough times don't last, tough people do." We're looking forward to the future, and to energizing the world as the global leader of fuel supply for clean-air nuclear power. ▀

SPOTLIGHT ON FACULTY RESEARCH



Aloysius Newenham- Kahindi

Associate Professor,
Human Resources and
Organizational Behaviour

Big questions:

How can we address complex institutional issues (e.g. grand challenges in developing countries) in novel and effective ways?

What is the role of institutional logics on foreign direct investments reputation, political risks and legitimacy in developing countries?

How can foreign direct investment and multinational corporations have an impact on the cycle of corruption in Africa?

Grant:

2019 Social Science and Humanity Research Council (SSHRC) Insight Development Grant

Recent award:

'Best Paper Proceedings', International Management Division, Academy of Management Conference 2018, Chicago, Illinois, USA.



COLLABORATION:

David Zhang and Grant Wilson

Associate Professor (Zhang) and Lecturer (Wilson), Management and Marketing

Big question:

Should retail pharmacies implement new health services?

How do you increase health outcomes and profits?

Recent award:

Best Paper Award, Wilson, G.A., Perepelkin, J., and Zhang, D.D. "The Role of Market Orientation and Expanded Service Implementation in Furthering Pharmacy Performance," Healthcare Management Division, 2019 Administrative Sciences Association of Canada.



Hal Elkins

Assistant Professor,
Accounting

Big question:

How do financial and managerial accounting interact to influence manager decision-making, firm financial accounting disclosures, and firm financial performance?

What is the potential informativeness of a required disclosure, how will this disclosure influence investors, and what are the challenges of auditing this disclosure?

Recent publication:

Elkins, H., and Entwistle, G. (2018). A commentary on accounting standards and the disclosure problem: Exploring a way forward

Journal of International Accounting, Auditing, and Taxation, 33.



Maureen Bourassa

Associate Professor Management
and Marketing

Big question:

How can businesses, government, and communities best work together to solve complex and sometimes controversial societal problems? What needs to happen so that respect is a key aspect of relationships and interactions between stakeholders?

Recent award:

Former Nutrien Enhancement Chair for Saskatchewan Enterprise, \$25,000 (CAD), January 1, 2017 – June, 30, 2019

Grant:

Deonandan, K., Bourassa, M., Berdahl, L., and Bell, S. July 2015 to June 2019). Establishing Social License: Women, Respect, and Stakeholder Engagement in the Nuclear Sector. \$151,783 (CAD), plus partner contributions of \$30,000 for a total of \$181,783 (CAD). Fedoruk Centre for Nuclear Innovation.

Our faculty are extensively involved in partnerships for research, teaching and community engagement.

Visit the Edwards Research Portal at edwards.usask.ca/research for more information.



RESEARCH:

Collaboration aims to improve representation of women in leadership

Photography: David Stobbe

JOELENA LEADER

How can mindfulness help improve the representation of women in leadership? This is the big question Professors Erica Carleton and Megan Walsh spend a lot of time thinking about and connects their diverse, yet overlapping research.

“If we can, through mindfulness and discussions on sleep and wellbeing, help people make better, less biased hiring and promotion decisions, that is ideal.”

ERICA CARLETON

Since 2017, the duo have been investigating the impact of mindfulness and sleep on employee well-being within the context of gender and leadership at the organizational and individual levels.

Collectively their work aims to challenge gender biases and understand how women can be better represented in leadership positions. As Assistant Professors of Human Resources and Organizational Behaviour, the two colleagues use their passion for research on gender and leadership to delve further into this issue. Both collaborators were recently awarded Insight Development grants in 2018 and 2019, respectively, from the Social Sciences and Humanities Research Council (SSHRC).

What do you find most exciting about leadership research?

MW: Leaders have such a huge impact on organizations. When you understand their mental health or how to get more women into those positions, it makes a big impact not just on the leaders themselves, but the people who they're influencing. It's a central position to be in, and I think understanding those positions is important.

EC: With leadership, I agree; it is such a central and important position. What we do is focus on understanding the individual leader, and what they bring with them to work and how work affects them in terms of their health and well-being instead of just focusing on the outcomes leaders have on employees.

Why does working together work for you?

EC: Our collaboration works because we trust each other, and that's key to any relationship, but especially doing research. We speak openly with one another—any concerns or worries we are willing to share with each other. The other reason it works is that we're friends and we're friendly.

MW: Research can be a bit lonely at times, but when you have someone who you can collaborate with, speak openly with, and share ideas and brainstorm, you uplift each other.

Why should people care about gender and leadership?

EC: Ensuring that future generations of women are thinking of

themselves as leaders and wanting to be leaders. There is research showing that on days leaders sleep less, they are more abusive. It is understanding what leaders bring with them to work and how that impacts their work-related behaviours. Mindfulness is a key piece in that it's a potential way for people to regain control and regenerate themselves. That way, they're not having a negative influence on others.

MW: Women are drastically underrepresented in top leadership roles. At the root of that underrepresentation are often negative stereotypes—that women aren't as effective as leaders. We won't see those stereotypes change until we see more women in those positions. Organizations can also be more competitive when they have women in power. It is important to utilize and celebrate that source of talent and make sure that women are being given the same chances to get there.

What advice would you give to leaders?

MW: My advice would be to focus on your wellness. If you don't have the resources to maintain your own health at work, how can you help other people?

EC: If we can, through mindfulness and discussions on sleep and wellbeing, help people make better, less biased hiring and promotion decisions, that is ideal. That's what we're trying to accomplish.

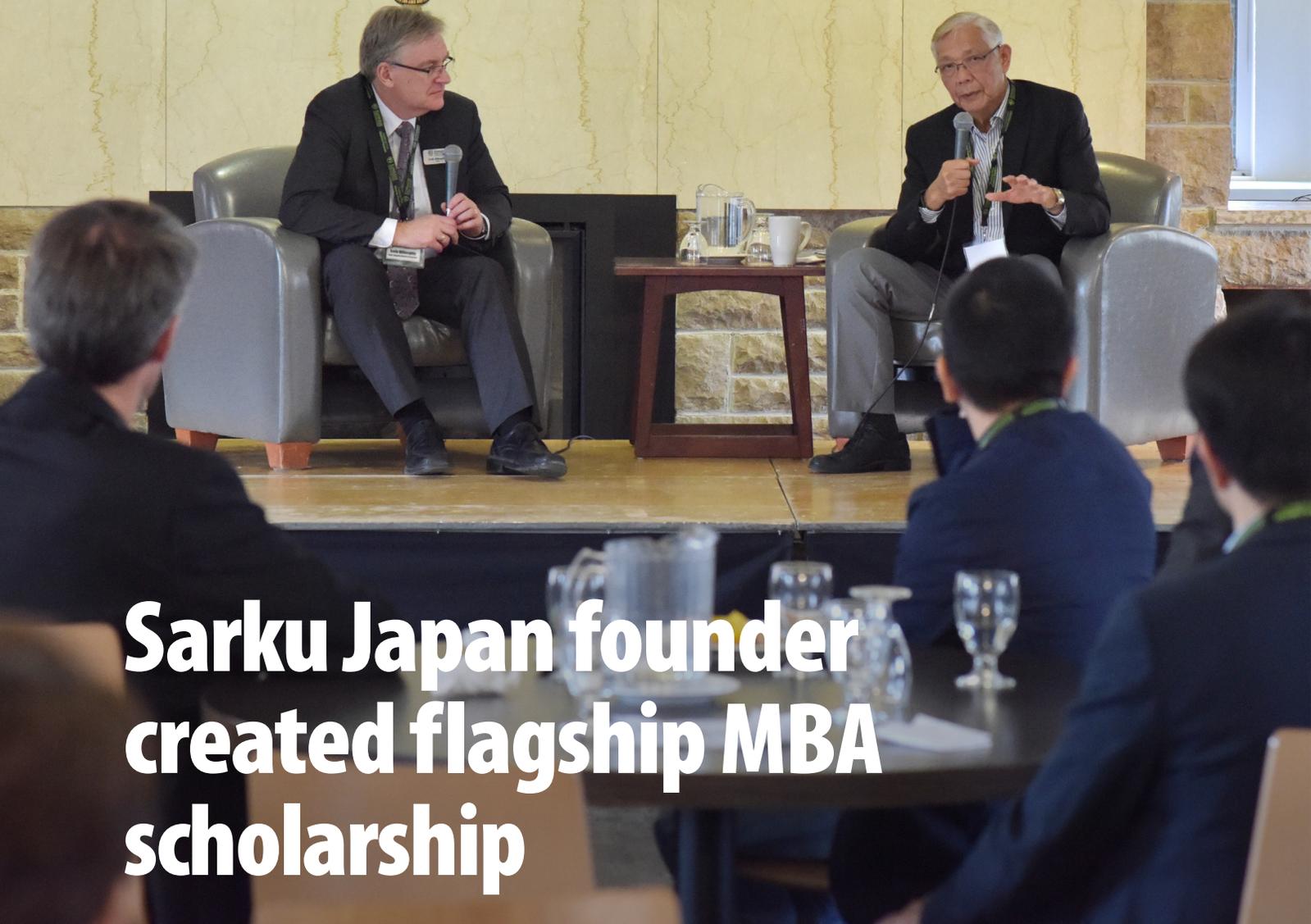
What do you want Edwards' students to understand about leadership by the time they graduate?

EC: I want students to be able to see themselves as leaders. Even though they might not be in a leadership role, to understand that they may be leaders someday and they can develop these skills. Leadership is something that is developed and by learning about leadership, they are already starting to understand those skills that will eventually come to matter in their lives.

MW: Make sure, as a leader, you're aware of not only your wellness but how your behaviour is potentially being perceived by others. People are always looking to you for what to do. Make sure you're in a position where you have the resources to role model what you want to see in others. ♥

THIS BUILDING STANDS IN BRILLIANT TESTIMONY TO THE MEMORY OF THE STUDENTS AND GRADUATES
THIS UNIVERSITY WHO GAVE THEIR LIVES IN THE SECOND WORLD WAR THAT WE MIGHT LIVE IN FREEDOM

UNIVERSITY OF SASKATCHEWAN



Sarku Japan founder created flagship MBA scholarship

Photography: Dawn Stranden

NATASHA KATCHUK

In October 2019, James and Margaret Chim announced the creation of the James Chim Family Foundation MBA Entrance Scholarship at the University of Saskatchewan's Edwards School of Business through a \$195,000 gift, which is slated to be the biggest annual award for the Edwards MBA program.

The James Chim Family Foundation MBA Entrance Scholarship will attract outstanding students with the opportunity to pursue a master's degree from one of the top five percent of business schools worldwide. The scholarship recognizes the top applicant to the program for the next 15 years.



Courtney Schroeder, Grad Programs Manager; James Chim, Sarku Japan Founder ; Jordan Arndt, inaugural scholarship recipient; and Keith Willoughby, Dean, Edwards School of Business

Chim credits his MBA as being an important part of his career as both a leader and an entrepreneur, and his experience has inspired him to give back to future students through the scholarship.

His story begins with his arrival in Canada as one of the first students to study the MBA at the University of Saskatchewan. The 25-year-old arrived late one evening at the Saskatoon airport with no arrangements.

"I remember it like it was yesterday," said Chim. "I called Bill Wallace, the MBA Director at the time, and explained my situation. He told me to stay put and came to pick me up from the airport. Professor Wallace and his wife put me up for the night and made me dinner. The next day he helped me find a residence. It was an experience I never forgot and I am forever thankful. It also exemplifies the warmth and generosity of the faculty at the University of Saskatchewan and the people of Canada."

Upon graduation, Chim started a career at CIBC and over 16 years took on increasingly senior roles, including the role of the senior regional executive of the Toronto City region. He reached a glass ceiling in the banking industry, and with these realities in mind, Chim embarked on a new career as a senior executive at Manchu Wok, a large Chinese Quick-Service Restaurant (QSR) chain operating throughout North America.

In 1987, Chim followed his entrepreneurial dream and opened the first Sarku Japan restaurant in Boston. Sarku Japan introduced a fresh take on Japanese cuisine with a "made-to-order" approach. It would go on to become the largest Japanese QSR chain in the United States. Today, there are some 250 Sarku Japan restaurants in 34 American states, in addition to locations in Puerto Rico and South America.

Looking back upon his career, Chim is thankful for the education he received at the University of Saskatchewan.

"The MBA provided a foundation in deep and thorough thinking, as well as taking a holistic approach in problem solving," said Chim. In challenging the MBA students in the audience to become entrepreneurs, Mr. Chim emphasized that they should strive to acquire skills in conflict resolution, win-win negotiation strategies, counselling and problem solving.

Now in its 50th year, the Edwards Master of Business Administration is over 1400 alumni strong. The aim is still similar; to help professionals seeking to advance or change their careers through a learning environment based on practical experience and essential management skills.

"Mr. Chim's experience and business success are an inspiration to our students in pursuing their entrepreneurship dreams," said Dr. Keith Willoughby, dean of the Edwards School of Business. "We are grateful for his investment in our student experience."

The event also included the much-anticipated awarding of the first-ever award to the 2019 recipient, Jordan Arndt.

Born and raised in Saskatoon, Arndt obtained an engineering degree at the Colorado School of Mines and currently works as a structural engineer at Kova Engineering. He is in his first year of the MBA program.

Arndt said he was honoured to be the first recipient of the award and was grateful for Mr. Chim's significant generosity and support.

"After meeting Mr. Chim, it is clear that he has a strong passion and care for the Edwards MBA program and community," said Jordan Arndt. "Receiving this award inspires me to exemplify the leadership qualities that Mr. Chim has demonstrated throughout his career. He is the kind of leader I aspire to be."

To learn about the Edwards MBA and admission requirements, please visit edwardsmba.ca. ♥

More than just a Master's



Through Edwards School of Business' Master of Accounting Program, students learn how to think critically and build networks that last long after their education is over

 **BRYAN BORZYKOWSKI**



In 1997, Petre Kotev was living in Bulgaria, but he wanted to get a post-secondary degree from a North American university. He had always been a numbers and logic guy, he says, and thought an accounting degree would give him an interesting and dynamic career. So, that year, he packed his bags and moved to Saskatchewan to get his Bachelor of Commerce degree from USask's Edwards School of Business.

While Kotev enjoyed commerce, his sights were set on finance and accounting. So, in 2002, he enrolled in the Edwards School of Business' Master of Professional Accounting Program (MPAcc), the only accounting master's program in Western Canada at the time. He chose the school because Edwards was one of the oldest business schools in Canada, and the program, which started in 1998, had a stellar reputation. He also wanted to tap into the benefits that graduate education provides, such as growing your personal and professional network, working on complex cases and graduate-level learning while keeping the door open to teach at post-secondary institutions.

"It made a lot of sense to me," says Kotev, who is now a partner with KPMG in Calgary. "A classroom environment would enable me to not only build a strong technical base for accounting but also build relationships while obtaining a Master's degree, which is a prerequisite to teaching."



A school-first focus

When Michelle Malin, a professor of accounting at Edmonton's Grant MacEwan University and a former accountant with MNP and Deloitte, decided to take the eight-month Edwards master's program, it was an easy decision: "You have to either do a rigorous program and balance work and education or go to school for two four-month periods and get graduate level courses," she says. At Edwards, students learn for four months, work for eight and then go back to school for four before moving on to write the CPA profession's Common Final Examination (CFE). "I wanted to devote all my attention to my education."

As with Kotev, she didn't take the program just for the master's

degree. She wanted to meet other like-minded individuals and learn from some of the top accounting minds in the country. One of her tax instructors had such a profound influence on her, that not only did she go into tax when she worked in public practice, but she now tries to teach her accounting courses in the same engaging way. "She motivated me to explain tax rules in a similar way," she says. "I incorporate a lot of influences from MPAcc because it was such an excellent program."



Creating critical thinkers

While students must take everything from financial reporting and analysis to assurance to capstone courses, it's not just what's in the textbook that people take away from the program, says Gary Entwistle, a professor at Edwards and one of the founders of MPAcc. Rather, it's the critical thinking skills the school teaches through its courses that people need to get ahead. "They not only understand the current way of accounting, but they are challenged as to how accounting can be improved and how it can be better," he says. "That's what graduate learning is about—people leaving as critical thinkers."

The program also instills a love of learning, in accounting and business especially, says Entwistle. A number of people have gone into teaching after graduating and many continue taking other courses and designations, either through work or elsewhere. That's what happened with Kotev. He was so inspired by what he learned at Edwards that he wanted to teach financial accounting, which he did for five years post-graduation. "I wanted to work with the best and brightest," he says. "And everyone at MPAcc, students and teachers, are at the top of their class."

Although Kotev has since stopped teaching at Edwards, he continues to teach courses at KPMG works through complex technical accounting issues with his clients, some of whom are former students and classmates. His degree has also helped him see the world. "I've been on almost every continent," he says. Kotev believes Edwards has played a big part in his success. "Edwards really opened a lot of opportunities and I continue to learn new things every day," he says. "The school still feels like home." ■

This article first ran as part of the CPA Canada News Hub.

DEFENDERS

BE WHAT THE WORLD NEEDS

Here today. Gone tomorrow. USask researchers are documenting the alarming deterioration of the Athabasca Glacier, and the world's fresh water supplies—from a uniquely Saskatchewan perspective.



UNIVERSITY OF
SASKATCHEWAN

USASK.CA

Building a community beyond the walls of Edwards

Edwards B.Comm. students on being a part of new student groups

✍️ MIKAILA ORTYNSKY

Create your own opportunity; it's a common theme among students at the Edwards School of Business (Edwards). Throughout the school's history, student clubs have begun and evolved. In recent years, special interest groups have emerged while other groups are making new connections in the community.

Community

Supporting and including Indigenous students has been a passion for Aubrey-Anne Pewapiconias-Laliberte (B.Comm.'21). Now in her third year, Pewapiconias-Laliberte has put her passion to work. In October 2018, Pewapiconias-Laliberte and classmate, Jessica Mirasty (B.Comm.'22) formed the Indigenous Business Students' Society (IBSS). The group has grown to well over 30 students since its most recent inception. In previous years Indigenous student groups have lapsed in activity, but the group is determined to have longevity.

"We want students to feel included and that there is a support system behind them to help them through this degree because it is a hard degree," said Pewapiconias-Laliberte.

Collaboration is key to the success and growth of the IBSS. With the transfer agreement between Edwards and the Saskatchewan Indian Institute of Technologies (SIIT), Edwards has a growing number of Indigenous students enrolling. The new student group aims to act as a bridge between the two institutions with the inclusion of students from both schools for club activities and events.

"When we were first starting up, we wanted to be a student society that included SIIT students whether they plan to come over to Edwards or not," remarked Pewapiconias-Laliberte. "[SIIT students] know that there is a group in business that can always help and make connections in the school."

For both college-level and university-level Indigenous student organizations, increasing engagement amongst students is a priority. In the beginning months of the IBSS, the group worked closely with the USask Indigenous Students' Council (ISC) to



HRSS 2018–19 General Council outside the Edwards School of Business



YWiB USask members celebrate national's YWiB celebration

formulate sustainable Indigenous governance for the Edwards group.

“I saw the president of the ISC create Indigenous student initiatives with the university; I wanted to do the same but within my college,” recalled Pewanisconias-Laliberte. “The partnership with them is really important. They are a support system for us.”

Notably, the group hosted a networking gala at the Gordon Oakes Red Bear Centre with representation from industry, government, and university. Over 50 Indigenous and non-Indigenous students from SIIT and several different colleges at USask attended the inaugural event.

“[The gala] was a huge highlight, and we succeeded because of our teamwork,” said Pewanisconias-Laliberte. “We had more interest than we had tables and are planning to make this year’s better.”

Bringing a community together was also the highlight of the recent year for the USask chapter of Young Women in Business (YWiB). For International Women’s day, the group hosted a sold-out brunch with community members of Saskatoon.

Embracing diversity

Since forming in 2016-17, YWiB has grown exponentially year-over-year. The group won the University of Saskatchewan Students’ Union Vera Pezer Campus Group of the Year Award for the 2018-19 school year. Whether it is events like speed networking and leadership seminars, YWiB has become the group women (and men) look to for impactful events.

“The goal [of YWiB] is to connect and empower female leaders of tomorrow and help them get the tools to create their own success,” said incoming 2019-20 YWiB president Lucia Veliz (B. Comm.’21).

The group has evolved beyond being a group for young, aspiring businesswomen. With women from colleges like computer science, education, nursing, and psychology gaining interest in their events, YWiB sees more diversity in its attendees. Outgoing YWiB president, Jenna Kachur (B. Comm.’20), remarked that many students would be involved in business someday in the workplace.

Many event attendees have the ‘ah-ha’ moment when working

on their skills, like networking, and realize that soft skills are important to getting a job or finding a mentor.

Beyond events, the club has also become gender diverse. In 2017-18 the chapter welcomed a man to the executive membership.

“I think focusing on empowering everyone—both men and women,” said Veliz. “Men are central to keep in the loop because to get that equality and to get those tools out of there, you have to provide opportunities to everyone to educate both men and women in providing equality and opportunities.”

Both Veliz and Kachur also added that support from industry has been key to the organization’s success. The wide array of supporters include industries like accounting, technology, and wellness.

Through events, young businesswomen (and men) have made connections to help jumpstart their careers.

Making connections

A conversation over coffee was all that was needed for a new collaborative event to start up between the Edwards Marketing Student Society (MSS), International Association of Business Communicators (IABC), and the Saskatchewan Professional Marketing Association (SPMA).

The trio of groups created an event that brought marketing professionals and students together in a comfortable atmosphere. “Are You Smarter than a Marketing Professional,” a trivia night, saw over 40 attendees. Students were able to get one-on-one time with professionals and test their marketing knowledge.

With both professional organizations having a mandate to connect with students, both IABC and SPMA found value in the event.

“On the professional side, I think it’s really great to connect with students,” remarked IABC president, Ben Borne. “We can learn a lot from the next generation of professionals.”

IABC previously had limited student involvement in their organization and was inspired to collaborate after a conversation with former MSS President, Michelle Day.

“We wanted to attract students to get them involved and help



HRSS Executive with CPHR Board Member Lee Knafelc at a hosted Lunch n Learn

them develop their career,” said Borne. “When Michelle mentioned Trivia night, I was sold.”

In the spirit of collaboration, both Saskatoon-based associations joined forces to bring marketing professionals to the event, in addition to a few Edwards marketing professors. With both organizations being membership-driven, having more ways to connect and grow their network benefited both groups.

“A great mix of industry and students came out,” remarked SPMA president, Amber Johnson (B.Comm.’11). “Both organizations found it valuable to get in front of the students in that way versus the traditional mixers.”

Building on past success

The Chartered Professionals in Human Resources Saskatchewan (CPHR) and Human Resources Student Society at Edwards (HRSS) have had a short but eventful history. While the CPHR (previously Saskatchewan Association of Human Resource Professionals) has been involved in the school for decades, their relationship with HR students has grown.

“The association clearly sees the students as the future of HR,” remarked Charmaine Wintermute (B.Comm.’99), CPHR Learning and Member Relations Manager. “We’d be naïve to think that we’d be practicing HR forever.”

The two organizations hosted the first annual HR Faculty/ Student Reception. Approximately 40 representatives attended the first annual reception. This event was a way to gather students, faculty, and industry members.

“The HRSS and CPHR relationship has truly grown in the last few years,” said incoming HRSS president, Laura Chartier. “We are thankful for the opportunities CPHR SK has presented us and the relationships we’ve made with industry members.”

The future is bright for Edwards students, as these relationships will continue to evolve. Stronger collaborations with industry will benefit both students and employers in gaining hands-on experience and a network of mentors to elevate their careers. ♥

CLUBS AT EDWARDS

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- Saskatoon Commerce Student Society

NOW: 2019–20

- Accounting Club of Edwards
- Edwards Business Students’ Society
- Enactus University of Saskatchewan
- Finance Students’ Society
- Human Resources Students’ Society
- Indigenous Business Students’ Society
- JDC West
- Management Students’ Association
- Marketing Students’ Society
- Operations Management Students’ Association
- Young Women in Business



Cassidy's lemonade stand wins \$750 prize

Inaugural award for
young entrepreneurs
"sweetens" the
Haddock speaker
series

 JESSICA STEWART



Photography: supplied by Cassidy Evans



Photography: supplied by Cassidy Evans

Cassidy Evans truly has an entrepreneurial spirit, and particularly a gift for the social-profit sector.

When Cassidy was five, she came up with the idea of selling lemonade to raise awareness and money for cystic fibrosis (CF). Over the past six years, Cassidy has raised over \$100,000 for CF research through her lemonade sales.

"I love being an entrepreneur," said Cassidy. "My favourite part of running a business is meeting so many new people, and I'm really good at sales!"

Cassidy's mother Kimberly Evans said Cassidy was diagnosed with CF at age four and wanted to help. "She just has this beautiful spirit about her," she said. "Cassidy wants to let people know what cystic fibrosis is. She wants to be an advocate and to find a cure."

Cassidy got a boost to her business by entering the inaugural Get a Bigger Wagon Young Entrepreneur Awards competition which were held as part of the 12th annual Gordon and Maureen Haddock Entrepreneurial Speaker Series last January at the Edwards School of Business.

The awards are named for Gordon Haddocks' own experience as a child entrepreneur, when he began collecting bottles so he could buy his own three-speed bicycle. "The aim of the awards is to encourage and reward young entrepreneurs with cash prizes for starting a business," said Gordon. "Entrepreneurship can change the way we think, live, and work. We hope to inspire more people to have some fun and start their own business."

Cassidy has been selling cool merch alongside her lemonade, and she used her prize money to invest in more inventory for her online boutique. "I was so excited and honored to receive this award," she said. "I purchased lemon necklaces, bracelets, hair scrunchies, socks, squishies, and earrings, and lime key chains," she said. "All of the items are available at cassidyslemonadestand.com."

We did a sweet and refreshing Q & A with Cassidy to find out more about her lemonade businesses.

Q & A with Cassidy

Do you have a lemon tree in your backyard?

I wish! Our friends at Moxie's restaurant help us order in the best lemonade lemons.

Does lemonade from restaurants taste... not very good to you?

I still like drinking lemonade from restaurants, but I definitely think my lemonade is the best!

What makes your lemonade special?

We always joke that the secret ingredient is love, but we do use fresh ingredients for my secret recipe and I do think you can tell when something is made with love.

Is your lemonade better with ice?

Definitely better with ice. Refreshing and delicious with just the right amount of tart.

If you could start a second business what would it be?

I'd like to open a coffee shop. Maybe even sell my lemonade there too.

If there was one thing you wished people knew about living with cystic fibrosis what would it be?

Living with cystic fibrosis means that I spend three hours a day doing medical treatments and taking medications. It's really hard. But, living with cystic fibrosis has helped me never take any moments for granted. Bring on the adventures. ♥

Inaugural Get a Bigger Wagon Young Entrepreneur Award recipients with Gordon and Maureen Haddock



AGES 13 TO 15



The Grass Barbers | \$1,000
Smith Boutin, Ethan Pierce, Hudson Boutin

AGES 13 TO 15



The Sesula Mineral and Gem Museum | \$1,000
Judah Tyreman

AGES 10 TO 12



Cassidy's Lemonade Stand | \$750
Cassidy Evans

AGES 7 TO 9



Lemonade Stand | \$500
Elina Case, Lennon Case, Claire Rodriguez

Please join us on **January 14, 2020** for the **13th Annual Gordon and Maureen Haddock Entrepreneurial Speaker Series.**

The keynote speaker will be Jana Danielson of Lead Pilates and a new round of Get a Bigger Wagon Young Entrepreneur Awards recipients will be selected!



Give confidence that lasts a lifetime



For University of Saskatchewan student Kellie Wuttunee, receiving the Dr. Grace E. Maynard Bursary for academic achievement and financial need meant relief—from the financial stresses of obtaining an education and being a single parent, trying to make it all work.

“I am grateful for the financial assistance because I do not come from privilege and receiving the bursary has helped me be even more successful in my education,” Kellie said. “I will not forget this generosity during the most challenging time of my education.” She’s now preparing to enter the work world, feeling confident and inspired.

Thanks to legacy donors like Dr. Grace Maynard, deserving students across campus have access to life-changing opportunities through scholarships and bursaries, giving them the additional support they need to fulfill their potential—at university and beyond.

You too can help ambitious students overcome obstacles and achieve their goals. Consider making a gift in your Will, and contact us today to discuss how your support can improve the lives of U of S students for years to come.

Vicki Corbin
Gift Planning Specialist
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306-966-6571 or
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The Edwards School of Business acknowledges, with gratitude, our many donors who generously support the school and the programs and services offered. Through gifts of time, knowledge, and resources, you inspire students, faculty, and staff to be creative, to accept new challenges and to continue to be leaders in the field of business education. Be assured that your contributions are used effectively; It is with pride that we continue to enhance the school's ability to provide quality educational opportunities, undertake research activities and share the results with local, national and international communities.

The annual donor roll lists supporters who gave \$500 or more from May 1, 2018 to April 30, 2019. For a complete list of annual donors, including gifts of \$1-\$500, please visit the Edwards School of Business website.

Although every effort has been made to ensure the accuracy of the report, we acknowledge that errors may have occurred. If you have questions about this list, please contact us at 306-966-5437 or advancement@edwards.usask.ca. Thank you for your continued support of the Edwards School of Business.

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Managing with style:

2018–19 EBSS President Josh DeCorby leads an award-winning team

 JESSICA STEWART

After growing up in the small city of Martensville, Josh DeCorby didn't know many of the students in his first-year commerce classes. He noticed the Edwards Business School Society (EBSS) brought a lot of energy to the school so he got involved in his second year.

"I thought it would be a great way to meet people and I really wanted to be part of that energy," DeCorby remembers. He started as corporate relations co-ordinator, working with 10 – 12 sponsor clients, and then became vice-president of corporate relations in his third year.

"I had a team of seven people," he said. And after management major DeCorby found he enjoyed leading the team, he decided to run for EBSS president.

"I wanted to learn from the examples set by past presidents," he said. "It's managing a team of 56 people, plus the clubs.... Not just the general council members, but also executive members who are also learning to manage people."

DeCorby said his biggest takeaway from the experience of being president was learning his own style of management and finding how he likes his teams to run. "My executive team worked together really well. People have different personality styles but I enjoyed that we had a really

open atmosphere where people could say anything and disagree. But when we voted as a team, everyone would get on board with the idea and we'd go forward full force together."

The EBSS was awarded with the Most Outstanding Business Student Association Award at the Canadian Association of Business Students Conference in June – an award that's voted on by 29 schools across Canada plus business school alumni after reading reports and testimonials from EBSS and the other business student association nominees. "The award usually goes to the larger schools out east," DeCorby explained. "This is the first time a Saskatchewan university's business association has ever won. And it's exciting because the EBSS doesn't have a levy. We don't get any of our funding directly from tuition."

While DeCorby said winning the award was definitely one of the highlights of the year, it wasn't at the top of his list. "I'm very happy that we won an award but I'm proudest of the relationships and the culture that we had on the executive," he said. "I want to thank everyone I had on my team. These people aren't paid. I appreciate everything they did for me and for the school."

DeCorby said his years at Edwards would have been completely different if he hadn't taken the leap to get involved with EBSS. He encourages all students to do the same. "A lot of my closest friends, and people from the Saskatoon business community who can give tremendous advice, I met through EBSS," he said. "I would encourage anyone to get involved." ♥

2018–19 Executive Team

Josh DeCorby, President
Mitch Bellefleur, VP finance
Kali Stocks, VP charity
Amber Hoffart, VP social
Ian Sicat, VP corporate relations
Jarek Wicijowski, VP marketing
Steffany Mejia, VP academic

Edwards Business Students' Society by the numbers

Raised \$4,000 for the United Way of Saskatoon and Area.

Spent \$59,878 on academic events and conferences with an additional \$9,452 for club specific initiatives.

22 students were sent to conferences and competitions.



EBSS group picture (L-R): Jarek Wicijowski, Steffany Mejia, Ian Sicat, Josh DeCorby, Kali Stocks, Amber Hoffart, and Mitch Bellefleur
Photography: supplied



The 2018–19 Edwards Business Students' Society Council received the Most Outstanding Business Student Association at the Canadian Association of Business Students conference in Hamilton, Ontario.
Photography: supplied

The curb appeal of a

New alumna Taylor Morrison helps buyers and sellers find their dream properties

 NATASHA KATCHUK

Taylor Morrison is passionate about building relationships.

When looking at post-secondary options, Morrison said Edwards was the right choice because of all the experiences offered by the school. Looking back on her degree, she explained: "It had a lot to do with the people I met, the associations I joined and the activities I participated in or helped create."

During university, Morrison took advantage of the co-operative education program, was on the Marketing Students Society, and remained very active in the Francophone community. She was a member of the Association jeunesse francosaskoise (AJF), a provincial youth association for French-language speakers, and became the president of the board in her last year of university. Morrison was also the Saskatchewan representative for the Francophone Youth Federation of Canada, a national organization that promotes French language across the country.

"It has provided many different opportunities for me," said Morrison. "And to pay it forward, I am passionate about providing the same avenues to others who want to express themselves through the French language."

After two years of university and a summer working for the family real estate business, Morrison said she knew she wanted to make a career of it.

She is now a team member part of the reputable family business, Morrison Morrison Realty with Coldwell Banker



an Edwards degree



Photography: Natasha Katchuk

Morrison Morrison Realty is a preferred partner of the USask Alumni Association. Ask for Taylor Morrison and mention that you're a USask alum. Receive a \$500 gift card at the store of your choice within 15 days of a finalized real estate deal and/or possession of a property. Visit [allaskatoonlistings.com](https://www.allaskatoonlistings.com) for more information.

Signature, which has been going strong for over 30 years.

"The team provides extensive industry knowledge of the Saskatoon region, and am I able to infuse my marketing expertise gained throughout my degree at the college. The combination makes us the team we are."

While some might ask why Morrison completed her degree since she already knew what she wanted to do, Morrison said it was the value-added aspect that was the biggest benefit.

"The lessons I learned in COMM 358 on sales management from William Murphy and in COMM 498 on personal selling with Sandee Reed are two of many examples that I reference daily," explained Morrison. "After completing your marketing degree, you come to realize working and maintaining relationships with people truly comes down to a science. These classes helped me break down the selling process, strategize, and create a tool kit that has helped me significantly."

In her role as a real estate consultant, Morrison said no two days are ever the same. Although they start the same with a morning workout and industry research, before a huddle with the Morrison Morrison Realty team, the rest unfolds based on her client's needs.

"My day could involve anything from scheduling meetings, completing market evaluations for a seller, listing and promoting properties, creating marketing material, to hosting an open house," said Morrison. "One thing remains the same, and that's helping sellers list their home and buyers find their dream properties."

When it comes to advice for students, Morrison said to take advantage of every opportunity that presents itself.

"If something tweaks your interest, just do it," said Morrison. "You'll get something out of it. Those opportunities aren't anywhere else but here." ♥

Student makes the most of study abroad opportunities

 NATASHA KATCHUK

Thrive met with fourth-year marketing student, Kaitlyn Dilsner, to learn more about her study abroad experiences.

1. Where have you completed study abroad terms?

Earlier this year, I studied at Haaga-Helia University of Applied Sciences in Helsinki, Finland. In 2016, I went to Masaryk University in Brno, Czech Republic.

2. What first made you think you might want to study abroad or be involved in international business in some way?

I wanted to study abroad because I love travelling and have always been interested in different cultures and learning new things. After a bit of investigating, I saw that it wasn't expensive, and there were tons of scholarships and opportunities available. My first study abroad experience was a great way to explore internationalism and culture. The second time around, I wanted to pursue international education more specific to my major.





Photography: supplied by Kaitlyn Dilsner

3. What did studying abroad mean to you?

Both experiences had different meanings. My time in the Czech Republic was focused on personal growth and experiencing the world. I travelled by myself to London for a week when I was 19. My second time around, living and studying in Finland, was more about living on my own and connecting more with different cultures. I lived in a dorm with six girls from all around the world. I learned a lot more because my course was specific to my major. It was the best way to learn more about business, growth and competitive strategies in an international setting.

4. What is your favorite story/memory from your study abroad term?

My friends and I had booked a car for a last-minute trip to Latvia, Lithuania, and Estonia. We didn't have much more than that planned and were stranded in Estonia

because our rental company cancelled our reservation. All we had was a ferry ticket back to Finland and had to find a new car rental and book our hostels. That experience taught me to take it one day at a time. It will all work out even though you may not have all planned out at the time.

5. How did receiving the Gary Entwistle and Fred Phillips Travel for Study Abroad Award help you with your most recent study abroad experience?

The Hanlon advisor encouraged me to apply for a new scholarship being offered. I wasn't sure about applying but did in the end. Receiving the award helped ease the stress because Finland was expensive. Scandinavia is one of the most expensive regions to travel in the world. The award gave me the freedom to focus on experiences as opposed to room and board while studying abroad. I ended up visiting a total of 10 different countries while studying abroad.

6. Do you have any advice for students considering a study abroad term?

Put yourself out there. It's a lot of work to go abroad, and it can be overwhelming, at times, but Edwards and the University are there to support you. There is a lot of funding out there to take advantage of, and the value of studying abroad gives you something you can't get in the classroom. You can't learn about the culture in the same way without experiencing it. The amount that you change and grow and learn while on study abroad is incredible.

7. Anything else you'd like to share?

Edwards and the University can provide advice on funding and picking a destination. You can combine an Edwards scholarship with the University's global engagement scholarship. If you have questions about visas, which can be a daunting task, they can support you through it. ♥

To learn more about the study abroad options available for Edwards students visit students.edwards.usask.ca/hanloncentre

The Edwards Experiential Learning Initiative

The Edwards Experiential Learning Initiative (EELI) is a central initiative at the Edwards School of Business. By providing “hands-on” experiences, students can gain practical skills for the real world.

Each year, students are selected to be Experiential Learning Liaisons (ELL), which bridge the gap between the initiative and students. *Thrive* caught up with three former ELLs to learn about the experiences they’ve had since finishing at Edwards.



Anna Tavares

Hometown: Belo Horizonte, Brazil

Graduation Year: 2017

Major: Management

Why Edwards?

AT: As an international student, I chose Edwards because having a business degree from a local university created a number of career opportunities I could pursue. Edwards offered me the support and guidance I needed to establish myself as a business professional.

What did after-grad life look like for you?

AT: I am a Director of Strategy at Vendasta Technologies. It’s one of the 500 fastest-growing technology companies in North America. In my role, I am responsible for managing initiatives that drive Partner engagement and growth through Product Led Growth strategies.

How did your experiential learning position help you?

AT: The Experiential Learning Liaison role gave me project management and event planning experience, skills that I frequently use in my current role at Vendasta.

What has been your biggest accomplishment thus far?

AT: Professionally, earning the chance to speak about my work in front of 200+ conference attendees at ConquerLocal, in San Diego this past June (photo).

Advice for students?

AT: Be present, learn to be a good listener, get to know yourself (your strengths and weaknesses), and don’t be afraid to ask questions.



Jaedyn Matsalla

Hometown: Canora, SK
Graduation Year: 2018
Major: Marketing

What are you doing now?

JM: I'm living across the world in Germany. I work at a B2B company. It's a small, international company, so we manage all facets and regions of our marketing from headquarters. I enjoy what I do here, and it's never boring – dealing with high-tech and innovative solutions that I am constantly learning more about, utilizing different types of marketing channels and media, and developing our brand throughout all regions of the world.

What's one takeaway from your degree?

JM: While university group projects are not always enjoyable and easy, I think that learning how to work with all types of people has been one of the most important assets that I've acquired over my degree. I never even realized the communication and conflict resolution skills that were being honed over that time. The real world involves a lot of collaboration, and often with people who have different backgrounds and cultures. I'm pleased to feel surprisingly comfortable and competent working with colleagues from across the world that have varying skill sets and working styles.

Advice for students?

JM: I think one of the most underrated traits when going out into the workforce, working with clients, or even just working with other students and professors is being humble and having a good attitude.



Lindsay Wileniec

Hometown: Saskatoon, SK
Graduation Year: 2016
Major: Finance

Where are you currently working?

LW: I am an Analyst in HSBC's Global Graduate Programme and am concluding my second rotation in Global Trade and Receivables Finance in Vancouver. I'm also writing my thesis for my M.Sc. in Agricultural Economics.

What does the future have in store for you?

LW: I'm relocating to Toronto for my next rotation with HSBC. After that, some of my goals are to complete my M.Sc., move abroad with HSBC, and hike the Via Dinarica.

Advice for students?

LW: Say, yes. There are many avenues for professional development; seek them out and don't shy away from opportunities that come your way. ♥

*Responses edited for clarity and length
by Mikaila Ortynsky.*

2018–19 ALUMNI ACHIEVEMENTS

Once again, our Edwards alumni have been getting noticed. Graduates of our programs win awards and are appointed to leadership positions around the country.

Here are just a few of this past year’s alumni successes.

1960s



Mr. Jack Neumann (B.Comm. '69) was inducted into the Canada West Hall of Fame.



Mr. Gordon Rawlinson (B.Comm. '68) was awarded a Doctor of Laws (Honourary) from the University of Regina.

1970s



Ms. Shelley Brown, C.M., FCPA, FCA (B.Comm. '78) became a member of the Order of Canada and received a Lifetime Achievement Award from the Chartered Professional Accountants of British Columbia.



Mr. Brian Towriss (B.Comm. '78) was awarded the 2019 Jean-Marie De Koninck Coaching Excellence Award.

1980s



Mr. Peter Haukedal (B.Comm. '82) was named the Director of Asterion Cannabis Inc.



Ms. Shelley Willick (B.Comm. '89) was appointed President and CEO of Saskatchewan Mutual Insurance Company.



Mr. Grant Kook S.O.M., C.Dir. (B.Comm. '85) was the recipient of the 2018 ABEX Business Leader of the Year Award.

1990s



Ms. Sandra Gillies (B.Comm. '93, M.Sc. '96) was acclaimed to the University of Saskatchewan Senate representing District 12.



Ms. Melinda Park (B.Comm. '91) was appointed Chair of the Board of Governors for the Southern Alberta Institute of Technology (SAIT).



Ms. Nathalie Johnstone (B.Comm. '99, MPAcc '00) was awarded the Provost's College Award for Outstanding Teaching.



Mr. Ian Sutherland (MBA '97) was recognized by the Saskatoon Community Foundation for his service as a member of the Board of Directors from 2011-2018.



Ms. Cara Keating (B.Comm. '99) was appointed President of PepsiCo Foods Canada.



Mr. Clint Warkentin (B.Comm. '98) was appointed Chief Financial Officer of Certarus Ltd.



Ms. Lisa Laskowski (B.Comm. '90) was appointed Director of Development and Chief Development Officer at Remai Modern.

2000s



Ms. Jennifer Bain (B.Comm. '00) received the AFP Saskatoon Chapter Honoured Supporter Award.



Ms. Barbara Gustafson (MBA '01) was elected to the University of Saskatchewan Senate for District 11.



Ms. Andrea Hansen (B.Comm. '00) received the Kent Smith-Windsor Leadership Award at the 2019 Raj Manek Mentorship Awards.



Ms. Brooke Klassen (B.Comm. '03, MBA '11) was appointed Assistant Professor in the Department of Management and Marketing at the Edwards School of Business.

Do you have a success story to share?

Contact Shawna at jardine@edwards.usask.ca or 306-966-7539.

2000s (continued)



Mrs. Erica Smith, CPA, CA (B.Comm. '03) received the KBH Facilitator Award from CPA Western School of Business.



Mr. Theo Gonari, CPA, CA (B.Comm. '07) was named partner at Virtus Group LLP.



Ms. CeCe Baptiste, CPA, CMA (B.Comm. '04, CIBA '02) was appointed Acting Vice President, Finance at Saskatchewan Indian Institute of Technologies, and elected to the Greater Saskatoon Chamber of Commerce Board of Directors.



Mr. Mark Thompson (B.Comm. '07) was appointed Executive Vice President and Chief Corporate Development and Strategy Officer of Nutrien.



Ms. Kimberly Bryce (MBA '04) was appointed Chief Science Officer of Mother Labs.



Ms. LaVina Watts (BUSADM '08) received the College of Arts and Science Dean's Distinguished Staff Award.



Mr. Nathan Glubish (B.Comm. '04) was elected to the Government of Alberta as Member of the Legislative Assembly (MLA) - Strathcona-Sherwood Park constituency.



Mr. Nathan Risling (B.Comm. '08, MBA '18) was named Director, Strategy at Saskatchewan Polytechnic.



Ms. Ashala Jacobson (B.Comm. '04, MBA '11) was appointed Senior Director, College Development at the University of Saskatchewan.



Mrs. Jacqueline Zabolotney (B.Comm. '08, MBA '14) was named Director of Undergraduate and Certificate Programs at the Edwards School of Business.

Do you have a success story to share?

Contact Shawna at jardine@edwards.usask.ca or 306-966-7539.

2010s



Mr. Vincent Bruni-Bossio (MBA '10) was awarded the Master Teacher Award.



Mr. Ricky Forbes (B.Comm. '10) was named a CBC Saskatchewan Future 40 winner for 2018.



Ms. Stephanie Hughes (MBA '10) was named Vice President at DCG Philanthropic Services Inc.



Ms. Stephanie Yong (MBA '10) was named a CBC Saskatchewan Future 40 winner for 2018.



Mr. Yang Chen (MBA '12) was named a CBC Saskatchewan Future 40 winner for 2018.



Mr. Cole Thorpe (B.Comm. '14) was named a CBC Saskatchewan Future 40 winner for 2018.



Mr. Kaili Xu (MBA '14) was named Director of the Trico Foundation Social Entrepreneurship Centre at Haskayne School of Business and Director of Student Success at Haskayne School of Business.



Mr. Nolan Proctor, CPA (MPAcc '16) co-founded and was named partner at Grassland Group, Chartered Professional Accountants.



Ms. Jocelyn Rodgers, CPA (MPAcc '16) co-founded and was named partner at Grassland Group, Chartered Professional Accountants.



Mr. Colton Wieggers (B.Comm. '16) received the Volunteer of the Year Award from Big Brothers Big Sisters – Saskatoon and Area.



Ms. Kendra Wack (MBA '17) was named Managing Partner at Unity Dental.



Mr. Lincoln Lu (M.Sc. Marketing '18) was accepted into the Advertising PhD program at the University of Florida, College of Journalism and Communications.



Ms. Nicole Matsalla (B.Comm. '18) was named one of Future Good's 21 Canadian Youth Reshaping Governance for 2019. She also received the UCC National Youth Leadership Award of Excellence.



Mr. Cameron Choquette, PSGov (B.Comm. '19) was appointed Executive Officer of the Saskatchewan Landlord Association. He was also named one of Future Good's 21 Youth Reshaping Governance in 2019.



Ms. Kelsey Murphy (B.Comm. '19) was named Executive Director of the Princess Shop.

Visit edwards.usask.ca/alumni for more alumni achievements.

Professor Marvin Painter retires

 **KEITH WILLOUGHBY**

Culminating an outstanding career spanning over four decades with the Edwards School of Business, Dr. Marv Painter retired from his faculty duties in June 2019.



Dr. Painter's superb service in the Department of Management and Marketing enlivened the experience of both undergraduate and graduate students. His contributions to university and college governance—as a Department Head and member of the University Review Committee—were consequential and compelling. Through his academic skill-set

and keen perspective, he provided important scholarly additions across the fields of agribusiness management, entrepreneurship, and farmland investment strategies.

Dr. Painter was ardently involved in teaching, research, consulting work, and executive training programs. His combination of academic theory and industry insight permitted him to explore such consulting avenues as economic development projects, business planning and feasibility studies, personal financial

planning, marketing analysis, forensic accounting, and agricultural financial analysis. Of note, he was deeply involved in executive training programs through the Edwards School of Business, including such topics as venture management, investment analysis, and personal financial planning.

As a member of the inaugural group of Wilson Centre for Entrepreneurial Excellence Scholars, Marv helped to expand entrepreneurial principles and programs across the University of Saskatchewan campus. In what must surely be an Edwards instructor record, Marv taught courses in three of our four academic departments. His versatile background, combined with an authentic work ethic, allowed Marv to offer a robust impact in any of his endeavors.

A gentleman. A scholar. An administrative leader and profound professional. Congratulations, Marv, on a tremendously successful career! ♥

FACULTY AWARDS



Nathalie Johnstone
Provost's College
Award for Outstanding
Teaching (2019)



Michael Hernik
Edwards School of
Business: Most Effective
Professor (2018-19)



Brandy Mackintosh
Edwards School of Business
Somers Award: Most
Approachable Professor
(2018-19)



Regan Schmidt
Dean's Award for
Teaching Innovation
(2017-18)



Erica Carleton
Dean's Award for
Emerging
Scholar (2017-18)



Devan Mescall
Dean's Award for
Research Achievement
(2017-18)



Norman Sheehan
CPA Alberta MPAcc
Teaching Excellence
Award (2018)



Marie Koop
CPA Alberta MPAcc
Teaching Excellence
Award (2018)



Brian Lane
MBA Professor of the Year
(2018-19)

IN MEMORIAM

The Edwards School of Business regrets the passing of these alumni and friends. In Memoriam includes those who have passed between August 1, 2018 to July 31, 2019.

1940s

Arcscott, Howard R (Bob), B.Comm. '49, Regina, SK
Attfield, William J, B.Comm. '49, Brockville, ON
Casgrain, Maurice R, BACC '45, Prince Albert, SK
Chan, Albert, BACC '47, Kelowna, BC
Elder, William O, B.Comm. '48, Calgary, AB
Markham, Vivian L (Hatchard), B.Comm. '49, Peterborough, ON
Stephenson, Kenneth R, BACC '45, Saskatoon, SK

1950s

Adams, Edward J (Jerry), B.Comm. '57, B.Ed. '64, Regina, SK
Balasch, Peter P, B.Comm. '57, B.E. '60, Saskatoon, SK
Brown, Douglas T (Doug), B.Comm. '55, Edmonton, AB
Collins, Streb, B.Comm. '56, North Vancouver, BC
Dick, Earl L, B.Comm. '51, B.A. '51, MBA '75, Saskatoon, SK
King, Muriel J (Joan) (Van), B.Comm. '53, Winnipeg, MB
Lange, Helen (Kozak), B.Comm. '54, Saskatoon, SK
McGowan, Terrance E (Terry), B.Comm. '56, Georgetown, ON
Stables, Nowell A, B.Comm. '53, Regina, SK
Swerhone, Peter E, B.A. '52, B.Comm. '53, Winnipeg, MB

1960s

Aitken, Douglas G, BUSCER '62, Vancouver, BC
Boughton, Glenn R, B.S.A. '54, M.Sc. '56, ADMIN '69, Victoria, BC
Clarke, Douglas W, B.Comm. '65, Regina, SK
English, Gordon W, B.E. '66, DATPRO '69, St. Albert, AB
Hughes, Douglas F, BUSCER '60, Calgary, AB
Jackson, John N, LOCADM '69, Kelowna, BC
Lamb, Alvin C, B.Comm. '60, Ottawa, ON
Logan, Geoffrey S, LOCADM '69, Sidney, BC
Olchoway, Joseph, ACC '60, Cert. Bus Admin. '62, Saskatoon, SK
Ottenbreit, Frank J, ACC '64, Regina, SK
Rozon, Lawrence E, B.Comm. '60, Victoria, BC
Saddlemeyer, Keith O, LL.B. '56, BADMIN '69, Victoria, BC
Scaddan, Wayne L, B.Comm. '69, Saskatoon, SK
Scott, Herbert M, BUSCER '60, Regina, SK
Scott, Earl J, HOSADM '69, Cardston, AB
Solar, James W, B.Comm. '69, Smuts, SK
Thomas, Robert R (Bob), B.Comm. '62, Regina, SK

1970s

Campbell, John L, B.E. '49, BUSCER '72, Regina, SK
Cowan, Ross L, B.Comm. '74, Fort Qu'Appelle, SK
Creaser, Philip M, B.Comm. '75, Regina, SK
Dyck, Peter, BUSADM '76, Saskatoon, SK
Edelman, Stewart R, B.Comm. '74, Saskatoon, SK
Fowlie, Neil S, B.Comm. '72, Prince George, BC
Graham, Robert C, B.Comm. '72, MBA '97, Saskatoon, SK
Grossman, John R, BUSCER '71, Regina, SK
Harder, Walter H, B.Comm. '70, Saskatoon, SK
Henderson, Charles L, B.Ed. '66, B.A. '68, B.Comm. '78, ARTS '78, Griffin, SK
Hertzog, Harold E, BUSCER '71, Regina, SK
Liddle, Robert S, B.Comm. '78, Regina, SK
Lizaire, Andre L, PUBADM '71, Edmonton, AB
Lozowchuk, Nykola, BUSADM '78, Saskatoon, SK
Machula, Larry M, B.A. '75, B.Comm. '76, Saskatoon, SK
McDonald, Donald D (Don), BUSADM '76, Saskatoon, SK
McKay, David R, B.Comm. '79, Saskatoon, SK
Moen, Darryl A, B.Comm. '77, Regina, SK
Sanderson, Donald G (Don), BUSADM '78, B.Ed. '80, Saskatoon, SK
Senkiw, William (Bill), B.Comm. '71, Winnipeg, MB
Weiss, Roy A, HOSADM '75, Saskatoon, SK

1980s

Crawshaw, Marian A (Moffatt), HECADM '85, Sherwood Park, AB
Dickson, Dale J, B.Comm. '85, Calgary, AB
Gray, Kathleen R (Kathy) (Buswell), B.A. '81, BUSADM '83, Saskatoon, SK
Hodges, Sharon E (Heighes), BUSADM '82, Saskatoon, SK
Johnson, Beverly J (Bev) (Ballard), B.Comm. '80, Thode, SK
McGee, Lynnette D (Lynne) (Fraser), B.A. '89, LSC '90, Saskatoon, SK
Millichamp, Doreen G (Musack), HECADM '85, Winnipeg, MB
Van Smeden, Jacobus, BUSADM '82, Saskatoon, SK

1990s

Connelly, Sharen (Gardner), HECADM '90, HECADM '94, Calgary, AB
Derksen, Darryl R, BUSADM '92, Christopher Lake, SK
Downs, Barry G, BUSADM '97, Saskatoon, SK
Listwin, Craig J, B.A. '91, B.Comm. '95, Saskatoon, SK

2000s–2010s

Ives, Randy C, BUSADM '05, Saskatoon, SK
Kowalchuk, Micah A, B.Comm. '07, J.D. '13, Saskatoon, SK
Walsh, Tom J, B.Comm. '16, North Battleford, SK



Edwards celebrated women of influence at the 16th annual event. Hosted by Edwards Executive Education, breakfast presentation celebrated authentic leadership, inspiring role models, and accomplished citizens. 2018 recipients included L-R: Dr. Fatima Coovadia, Dr. Jaqueline Ottmann, and Candace Laing



Louise Simbandumwe (B.Comm.'91) shared her inspirational story at the 2019 Dean's Speaker Series. The SEED Winnipeg Co-Director gave a talk on "Aligning Work with our Values," and explored challenges and opportunities associated with aligning paid and volunteer work with aspirations and values.



Julie Labach, who was named Huskie Athletics female athlete of the year in both 2019 and 2018, recently capped her U Sports career in award-winning fashion earlier this year. She set two Huskie records and raced into the national spotlight by being named female track athlete of the year in Canadian university sports.



2019 was a record-breaking year for the Edwards co-operative education program, with 160 students admitted. The program is now in its 13th year, with students trading the classroom for the office come January 2020.

SAVE THE DATE

MARCH 18, 2020

NETWORKING
5:30 PM

PROGRAM & PITCHES
6:00 PM

PRAIRIELAND PARK, HALL A

INVENTURESASK

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